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— 30 YEARS —
IT WAS WORTH IT

MARTINA JANÍKOVÁ

GROUP CHIEF
FINANCIAL OFFICER
DYNAMIK HOLDING



Martina Janíková has been the CFO of DYNAMIK HOLDING since January 2021, so she joined the company at a time of rapid turbulence caused by the covid pandemic and the related changes on the market. In her position, she successfully manages the controlling, accounting, HR and IT departments. Since its establishment in 1990, DYNAMIK HOLDING has developed into one of the most important Slovak construction companies. The company boasts many internationally recognized certificates and prestigious awards, such as Best Managed Companies Slovakia for 2022 and 2023, or a position in the TOP 10 most employers in the construction sector. Martina is the only woman in the TOP management of this company, which testifies not only to her professionalism, but also to her determination to overcome the stereotypes in the field of management in such a conservative industry as the construction industry.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

My wish for AmCham is that it will continue to be a strong and stable bridge between the business community and the public sector, between best practice and innovation, a bridge through which we are able to share and exchange the necessary know-how. In the years to come, I wish for AmCham many innovative initiatives that we have become accustomed to over the years, as well as the most intensive cooperation and deepening of ties between AmCham members. I believe that AmCham will continue to successfully help Slovak companies - and thus also Slovakia - to succeed in competing in international markets.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

It is result of the whole DYNAMIK Group. Despite the difficult times in the construction industry, a significant cooling of the market and expensive building materials, I can say that last year was very successful for us, even record-breaking. We have also managed to develop our branch in the Czech Republic, where we have expanded our team with some great professionals, which is not at all easy in the construction job market. In the finance department itself, we have streamlined many processes. However, I am very proud of the fact that despite the enormous workload of all colleagues or the expansion of the team in almost every department, we have been able to maintain our "dynamik spirit" and attract people to the company who have fitted in very quickly. Simply, we are DYNAMIK family. And one of my travel dreams came true - I enjoyed the mountains Andas in South America to the full.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

As we are still waiting for the construction market to recover, one of the most important challenges will be to ensure our success in winning new contracts and to maintain the positive trend we have seen in recent years. Among the significant strategic challenges, I certainly include the task of maintaining the family character and unique spirit of the company while at the same time dynamically growing the company. I consider it crucial to maintain the company atmosphere, the unique corporate environment and the values that define us. It won't be easy.... And another

challenge, which we are already working on, is the reporting of non-financial indicators according to the new European taxonomy. However, this task awaits most companies and sooner or later all major players will have to deal with it.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

What I enjoy most about my work and what motivates me is the level of self-fulfillment I have at DYNAMIK. It's great to be able to contribute so significantly to creating strategies that affect the future of the company. I find quality relationships to be a great source of energy and inspiration. At DYNAMIK, I have a great team by my side, both at top management level and within "my" departments. Thanks to open communication, we manage to find solutions efficiently at critical moments. The feeling of having people around me that I can rely on and find support from gives me a lot of energy. It is not common to build such a great team, which is the essence of everything you need, including humanity, in the right proportion. However, all this requires a great deal of responsibility, and this feeling drives me forward. Of course, responsibility to myself as well, which is reflected in my lifestyle and mindset.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

If the business environment could be improved with one small change, someone would probably have done it a long time ago. Rather, it would be systemic and society-wide changes in the approach to entrepreneurship and its development. Perhaps all we need to do is to stop "playing in our own sandbox" and be more open to public-private cooperation in building the business environment. In the field of finance and planning, for example, sudden, unsystematic changes in the tax area make life much more difficult for entrepreneurs, which could be corrected if only by a more workable mutual dialogue. However, for the future of Slovakia, I see the need to change the funding set-up and the prioritisation of education, support for innovation and research as essential. For example, through support for start-ups, through support for greater links between universities and research centres, through innovation incentives. There is no other way if we want to have a better diversified and competitive economy in the future.