



NEBU



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Motivation Letter

Compliment for Imre Töviskés and Andrea Sárándi



Nebu Hungary Kft is a software developer company with specialized products for the market research industry. The company is an IT company, with its all signs of being an IT company both in structure and staff. Communication lines with Clients are similar to that other IT companies have. We are also a fast growing company - from 15 people worldwide (4 people in Hungary) we grew to 50 people worldwide (30 people in Hungary) in the last 6 years, with facing different challenges in communication and leading people.

Imre and Andrea was involved in our process of moving our company to the next level in professionalization. It was very positive from the very first moment that they did not want to just sell us any training before we were discussing our challenges in depths and then they could come up with customized solutions.

We had two trainings with them in May-June 2011; a Leader training for the local management and an Employee training for the whole company.

The Leader training we had was a customized solution that matched exactly to our needs. Local management was over couple of hours coaching and trainings with other training suppliers, therefore we had a good base to compare to. Sessions with Andrea and Imre were well prepared, they helped us in focusing on our hidden potential in leading people. Results came within a few days, now we see that training costs will come back with the results quickly.

The Employee training which was focusing on communication and conflict handling, was an eye opener session for our Employees. The theoretical background and practical examples were in good balance, the training acceptance rate in our Colleagues was high (mostly due to the fact that the training approach of Imre and Andrea was not the "real conventional" type). The overall impression and feedback was positive, as positive that in the future we can think about more sessions (without details yet at this moment). Our People started practicing and using the new skills they learned, with keeping in mind that much more depends on them, than they thought before.

I can recommend Imre Töviskés and Andrea Sárándi to any companies who are facing with similar kind of challenges we had or just simply want to train their Employees to act more professional in any situations.

Debrecen, 28th June, 2011.

Zoltán Szuhai

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