

Piotr Domurad – **Map of Competence**  
Phases of Development of the Companies and Key Elements

<b>Phases of Development</b> --> ----- -- <b>Key Elements</b> <b>( Specialties, Added Value, Successes and Referrals)</b>	<b>Start-up</b> <b>(Winterthur Poland – Sales Director 1998-2002)</b> <b>(Rozgostrakh Russia – new Life operation 2006-2008)</b>	<b>Growth</b> <b>(Commercial Union Poland</b> <b>-Training Manager 1994-1996 and District Sales Director 1996 -1998)</b>	<b>Mature</b> <b>(Consulting for PrivatBank 2008-2009)</b>
<b>Strategic Planing</b>	Defining the operational guidelines consistent with the "spirit" of the Company.	Defining and implementing key elements of corporate culture. Defining and implementing Rules for Briefing-Meetings (RSO)	Preparation for establishment of Life Insurance Company within Bank group environment. Transforming crises in progress.
<b>Recruitment of key personnel.</b>	Project: “5 years in 5 months” 50 BM, 350 UM and 1500 Agents “Pheromone Recruiting System”	Recruitment of key successful Managers without aid of headhunters. Future CEO and Sales Mangers for the market.	Recruitment of teachable bank employees for sales functions.
<b>Defining and implementing sales systems.</b>	System CASH – Agent's Daily Activity Monitoring System	Implementing LIMRA's technology into the Sales Force.	Introduction of cross-selling.
<b>Building and maintaining positive and constructive atmosphere in the company.</b>	Preparation and implementation of Company's Diplomatic Protocol.	Organization of Company's Main Events with a legendary emotional output.	Workshop for restoring “Proper pH (base / acid) in Teams.
<b>Creating and implementing training systems.</b>	Career Development program “5-10-15” “Winners Edge” Basic Sales Skill Drill	Motivational Seminars based on Anthony Robbins Seminars (1000+ Agents and Managers)	Advanced Trainings for Financial Consultants -
<b>Sales Development</b>	Implementation of PASSION System! (Systematic Qualitative Analysis of Professional Activities).	Developing a simple and efficient tools to improve key activities.	(ASK) Attitude Skills Knowledge Transfer System
<b>Referrals:</b>	CEO of Witerthur Bernrd Retali	CEO of Commercial Union Marvin Mizolek	CEO of Ingostrakh Victor Kovalevskyj

### **Additional Skills and Competencies:**

Discovering the real strategy of Competitive Companies

Develop and implement marketing strategies for new products.

Development and implementation of recruitment strategies.

Development and implementation of motivational strategies.

Discovering, synthesizing, and implementing effective development strategies.

Coaching: strategic thinking and actions.

Developing strategies capture good managers and Agents from the market.

The development of synthetic systems for monitoring sales.

International connections: Russian-English-speaking countries and

The establishment and management of international branch offices.