

## Zsolt Pozvai becomes the best boss

The internet portal, Management (Menedzsment) Forum's surprising public call for, '**Best Boss of the Year**' for the third year in a row has led to a reader's poll. To ensure polling integrity only employees can nominate their manager for this award. A highly esteemed professional jury selects the 10 finalists, who can then be voted for by the portal's readers. This multi-level system guarantees both professional legitimacy and broad support for the award.

Based on reader's votes, the winner of the, '**Best Boss of the Year**' 2008 competition is Zsolt Pozvai, Develor Consulting Zrt Chief Executive Officer. While Zsolt Pozvai was surprised by the nomination, he acknowledged that a good boss needs to be able to articulate how their employees perceive them with 90% accuracy.

Develor employees characterised (Zsolt Pozvai) on the nomination in the following manner, "Not only does our chief executive officer deliver excellent work to the highest professional standard; the energy and effort with which he approaches his tasks and problems sets an example for all. As a senior leader he is able to find the right tone with employees at every level of the organisation (including the most junior employees in the organisation's hierarchy). He is open and honest; his (office) door remains open to all whilst he strives to maintain a personal relationship with all his employees."

Zsolt Pozvai's responded (to the above), *"On one hand I am very happy to receive the award as I feel the weight both my colleagues' opinion and the recognition of the external jury behind it. This feedback is important to every leader; however, I personally am (even) happier to receive criticism as it is on this basis that a leader can develop. We not only live by this principle at Develor we also teach this principle to our clients. That is, for the market leader HR consulting and training company personal credibility is critical. You have to put your money where your mouth is to demonstrate your commitment. We strive to utilise the same management model in which we believe, that is the most appropriate for a consulting company."*

The Chief Executive Officer was presented the award at the XV Jubilee Managers' Ball organised by the National Managers' Association. As only a few of Develor's leadership team could attend the ball Zsolt Pozvai have celebrated the award again with all his colleagues in recognition of their joint success. In this instance, "the cliché that the (award) is a result of everyone's work is not just a slogan", said the recipient.