Name: *Tamás Harányi*

About me:

With over three decades of experience, I've led organization change, IT and digital transformation initiatives across multinational corporations, significantly improving operational efficiency and market expansion. My expertise spans strategic planning, international project management, and product innovation, with a focus on delivering tangible results and fostering team development. Based in Hungary, I'm open to global opportunities also.

Work Experiences:

2024 - recent

Company: Alkon East Kft.
Role: Organizational Transformation Coach, Business Mentor
Industry: Business development consultancy
Employment type: Owner, Full time employee
Skills: organizational development, business development, mentoring generation shift in business ownership

As an Organizational Transformation Coach and Professional Project Manager, I partner with business leaders to drive strategic initiatives that foster a culture of individuality, innovation, and accountable leadership. I bring a project-oriented approach to transformation—aligning leadership development efforts with organizational goals and timelines. I specialize in guiding next-generation leaders to align their personal missions with the company's strategic direction. With experience across diverse industries, I help organizations clarify their mission, articulate a compelling vision, and deliver transformation through well-structured, goal-driven projects. Adept at translating strategic objectives into actionable project plans, I engage stakeholders and coach them through complex organizational change.

2020 – 2024

Company: Young B.T.S. Kft.
Role: Managing Director, Executive Board member of Enterprise Group what covers the affiliates of Young B.T.S. Kft.
Industry: B2B Wholesale, Foreign brand distribution on Hungarian market (telco, network, security, IT), IT service provider, IoT solution provider, Software development
Employment type: Full time employee
Skills: strategic leadership and vision, digital transformation, international business development, innovative product development, organizational development
Company size: 32 employees

Spearheaded the company's strategy to increase profit compared to the previous three years through effective profit maximization techniques and strategic planning.
Led the digital transformation initiative, transitioning the HW product portfolio to software and services, and standardized the digital toolset across the organization.
Pioneered the organization's transformation to a virtual office environment and remote work culture, enhancing operational efficiency and employee satisfaction.
Implemented the Objectives and Key Results (OKR) methodology, fostering a culture of accountability and continuous improvement.
Drove international expansion efforts, establishing and developing business relations in Greece, Serbia, North Macedonia, and Montenegro.
Adopted the Organic/Reinventing organizations philosophy, facilitating organizational development and embracing innovative management practices.

Directed product portfolio development, including 3D space scanning and digital twin setup, and expanded the IoT product and solution portfolio, positioning the company at the forefront of technological innovation.

Established and nurtured new business units, demonstrating entrepreneurial acumen and a keen ability to identify market opportunities.

2017 – 2020   **Company: DXC Technology (HP Enterprise)**
Division: DXC Technology Hungary**,** IT Outsourcing – Project & Programme Management
Industry: Enterprise Services, IT Outsourcing
Role: Global Project Portfolio Lead, Workplace Services
Customer: SKF AB, Global account**,** Gothenburg, Sweden, 36 000 end user
Employment type: contractor
Skills: global portfolio management, international project management, executive level communication, multi-cultural team management, remote work, matrix organization, global premium account management, ITIL, PMI PMP
Reporting to: Enterprise Project Office Director, SKF Global Account Manager

Tasks

- Workplace Project Portfolio Management in World Wide Delivery model for SKF (32 000 end users)
- Management of Solution Architects and Proposal Managers who develop technical solution and compile price estimate for Workplace service related Non Standard Service Requests
- Management of Project Managers running the implementation of Workplace related service items
- Management of service improvements of Workplace related service items
- Technology Innovation and Pre Sales consultation
- Opportunity consulting with Customer based on wider DXC Workplace service portfolio what is not implemented for SKF yet
- New technology research to fulfil Customer demand
- Non Standard Service Request process improvement
- Process analysis and improvement actions implementation
- New KPI system and continuous process improvement model (PDCA) development & implementation

2015 – 2017   **Company: HP Enterprise**
Division: HP Enterprise Hungary**,** IT Outsourcing – Project & Programme Management
Industry: Enterprise Services, IT Outsourcing
Role: Global Project Portfolio Lead, Workplace Services
Customer: SKF AB, Global account**,** Gothenburg, Sweden, 36 000 end user
Employment type: contractor
Skills: global portfolio management, international project management, executive level communication, multi-cultural team management, remote work, matrix organization, global premium account management, ITIL, PMI PMP
Reporting to: Enterprise Project Office Director, SKF Global Account Manager

Tasks

- Workplace Project Portfolio Management in World Wide Delivery model for SKF (32 000 end users)
- Management of Solution Architects and Proposal Managers who develop technical solution and compile price estimate for Workplace service related Non Standard Service Requests

- Management of Project Managers running the implementation of Workplace related service items
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- Technology Innovation and Pre Sales consultation
- Opportunity consulting with Customer based on wider DXC Workplace service portfolio what is not implemented for SKF yet
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- Non Standard Service Request process improvement
- Process analysis and improvement actions implementation
- New KPI system and continuous process improvement model (PDCA) development & implementation

2016 – 2017 **Concurrent Role: Account Billing Process Improvement Programme Manager**
Division: Account Business Organization
Customer: SKF AB, Global account**,** Gothenburg, Sweden, 36 000 end user
Employment type: contractor
Skills: business process analysis, business process improvement, international project management, executive level communication, multi-cultural team management, remote work, matrix organization, ITIL, PMI PMP
Reporting to: Account Business Executive

Tasks

- Business process optimization/reengineering
  - End-to-end process documentation, process lead time analysis, process cost analysis, process quality analysis -> Future Mode Operation design
- Billing input data quality improvement
- Overall cash flow improvement
- Process automation
- Operation cost optimisation

2011 – 2015 **Company: HP**
Division: HP Hungary**,** IT Outsourcing – Project & Programme Management
Industry: Enterprise Services, IT Outsourcing
Role: Senior Project Manager, Workplace Services
Customer: Telefonaktiebolaget LM Ericsson (known as 'Ericsson'), Global account**,** Stockholm, Sweden, > 120 000 end user
Employment type: contractor
Skills: international project management, executive level communication, multi-cultural team management, remote work, matrix organization, global premium account management, ITIL, PMI PMP
Reporting to: ITO-PPM Head, Ericsson CSI Programme Director

Tasks

- Continual Service Improvement (ITIL)
  - Internal service improvement projects on Ericsson delivery organization (World Wide Delivery)
  - 19 projects in 3 years
- Managed Thin Client services implementation
  - New service implementation on Ericsson account (10 000 end users)
- Remote Remediation Services World Wide implementation
  - Service uplift from Onsite services to GSD (Intel Active Management Technology on vPro, 63 000 end users)
- Next Generation Delivery Model implementation for Ericsson account
- Availability driven ITO delivery model implementation (transformation from reactive to proactive operation)
- LEO programme (Service Transition and Transformation programme)
  - Co project management with Ericsson PM counterpart

- Ericsson MoF (ITIL cross functional service management) function insourcing programme (job transfer of 130 people in Sweden, Bulgaria and India)
- Programme control in Sweden, Bulgaria and India (frequent travels)
- Problem management process improvement
  - PRBM process redesign based on Customer requirements and Delivery teams' feedback

1996 – 2011 **Company: Sony**
Division: SONY Hungária Kft., Gödöllő Plant
Role: IT/IS Diretor
Industry: Consumer Electronic Device Production
Employment type: Full time employee
Skills: IT governance, Project management, Team setup, Oracle DBA, UNIX system administration, Network infrastructure, SOX, CIO, ISO, Information security, Datacentre, Enterprise applications

IT/IS Senior Manager with extensive experience in Oracle Applications project management, including implementations, upgrades, and global rollouts. Led the integration of a Slovakian TV factory into Oracle Apps and managed Sony's regional Oracle server consolidation. Oversaw IT/IS strategy development, budget control, and department management. Provided operational support to Sony manufacturing sites in Slovakia and the UK. Managed IT infrastructure, telecommunications, helpdesk, and access control systems. Negotiated with subcontractors and ensured seamless IS operations. Proficient in LAN/WAN, VoIP, smart cards, and enterprise IT solutions. Strong leadership in aligning global IT strategies with local business needs.

1995 - 1996 **Company: CATERPILLAR**
Division: CATERPILLAR Hungary Kft., Gödöllő Plant
Industry: Earthmoving machine parts production
Role: System Manager
Skills: IT governance, Project management, Team setup, Oracle DBA, UNIX system administration, Network infrastructure
Reporting to: CFO

IT Manager at CATERPILLAR Hungary, responsible for IT governance, project management, and infrastructure setup. Led structured cabling and local data center design including UNIX server farm and Oracle RDBMS. Spearheaded ERP software (AVALON) deployment. Expertise in Oracle DBA, UNIX system administration, and network infrastructure.

1991 – 1996 **Independent Software Developer**
Industry: Software development

Independent ERP software developer, typical modules like import and dealer stock management, HR, GL, FA, AP, AR, and manufacturing.

Volunteer experience:

2014 – present Member of **First Budapest-Gödöllő Lions Club**

2019 – 2021 **Club President**
2015 – 2019 **Club Vice President**

2021 – present Member of **Grassalkovich Business Club**

2023 – present **Club Vice President**

Education:

Szent István University
Business Administration and Management, BsC, not graduated (2008-2010)

Sony Six-Sigma Black Belt (2003)

Oracle Hungary
Oracle Applications 10.7 (1999)
Sql, PlSql, Oracle concept (1996)
Oracle DBA (1996)

HP Hungary
UNIX administrator course (1995)

Landler Jenő Communication Technology and Mechanical High School
Computer Technician, high-school graduation (1988)

Language:

English C1, state exam, fluent spoken and written
Hungarian (native)