



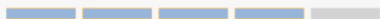
KONTAKTNÉ ÚDAJE



Dátum narodenia:

ZNALOSTI

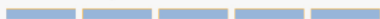
Komplexný balík MS Office - Pokročilý



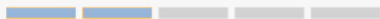
CoraGeo, Trimel, WebGis - Pokročilý



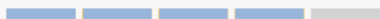
Freelo - Expert



Trello, Asana, Odoo - Základy



Photoshop, Illustrator, InDesign, Muse, - Pokročilý



AutoCAD - Pokročilý



MAC OS - Pokročilý



strategické a projektové riadenie - Pokročilý



JAZYKY

Taliansky jazyk - Stredne pokročilý (B2)



Anglický jazyk - Mierne pokročilý (B1)



Nemecký jazyk - Začiatočník (A2)



ZÁUJMY ALEBO KONÍČKY

Bicykel, turistika, čítanie odbornej a rozvojovej literatúry, bojové umenie

Ing. arch. Igor Hianik

O mne

Som človek, ktorý má rád výzvy. Rád sa učím novým veciam. Som tímový hráč, ktorý svojich ľudí nikdy nenechá v úzkych. Ukazujem ako sa veci dajú zvládnuť a motivujem k prekonávaniu vlastných hraníc. Nerobí mi problém diskomfortná zóna a zvládam stresové prostredie.

Podľa uznávaného testu GALLUP moju osobu charakterizuje päť silných vlastností: učiaci sa, dosažiteľ, vizionár/futurista, rozprávač, zodpovedný (viac v doplňujúcich informáciách).

Pracovné skúsenosti

NOV 2022 - FEB 2023

Prednosta miestneho úradu

Mestská časť Bratislava-Nové Mesto, Bratislava III, Slovenská republika

- komplexné vedenie úradu, organizovanie práce, zodpovednosť za 230 zamestnancov, priame riadenie 12 ľudí (vedúci oddelení a riaditeľ kancelárie), komplexná personálna agenda, jedna organizačná zmena v rámci zmeny vedenia MČ - nastavenie procesov, prijímacie pohovory na vedúce pozície a headhunting (priame vyhľadávanie pracovníkov pre vrcholové pozície);
- zastupovanie odbornej agendy a vedúcich oddelení podľa potreby (výpadky z dôvodu PN a fluktuácie zamestnancov) rozšírenie priameho riadenia zamestnancov aj na nižšie stupne (vedúci úseku, referent);
- plnenie rozhodnutí zastupiteľstva, miestnej rady a starostu;
- komplexné poradenstvo v samosprávnych a prenesených kompetenciách štatutárovi MČ (starostovi);
- komunikácia s riaditeľmi ZŠ a MŠ pri koordinácii s miestnym úradom;

- kontrola, optimalizácia a vlastná tvorba interných procesov, predpisov, dokumentov (šablón) aj s cieľom automatizácie;
- interná kontrola v oblastiach: nakladanie s majetkom, tok financií a hospodárne nakladanie s verejnými zdrojmi, základná kontrola verejného obstarávania, právnych záväzkov vyplývajúcich zo zmlúv;
- záverečná kontrola zmlúv a právnych dokumentov pred podpisom štatutára (kladné a negatívne stanoviská).

- vypracovávanie strategických dokumentov vo verejných politikách (parkovanie, zimná údržba, letná údržba, plán verejného obstarávania, PHSR, analýza a rozvoj školstva, rozvoj sociálnej oblasti, stratégia nájomných a sociálnych bytov);
- príprava a zodpovedanie za čerpanie rozpočtu MČ BANM (cca 45mil. eur), zodpovednosť za rozpočtové opatrenia, záverečný účet;
- príprava materiálov na rokovania miestneho

Wing Chun

VODIČSKÝ PREUKAZ

B viac ako 100 000 km bez nehody

DOPLŇUJÚCE INFORMÁCIE

Podľa uznávaného testu GALLUP
moju osobu charakterizuje päť
silných vlastností:

1. učiari sa (strategické myslenie):
veľká túžba učiť sa a chcieť sa
neustále zlepšovať, mojím
maximálnym cieľom je riadiť
prostredníctvom vyladených
procesov;

2. dosažiteľ (výkon):
tvrdý pracovitý s veľkou výdržou pri
práci, zadosťučinenie je pri
produktivite a plnom nasadení;

3. vizionár/futurista (strategické
myslenie):
svojou víziou dodávam energiu
iným/tímu, hľadám nové riešenia
prispievajúce k efektivite a
racionalite;

4. rozprávač (budovanie vzťahov):
zvládam verejné vystúpenia, mám
schopnosť spojiť a vytvoriť silný tím,
kde prevládajú priateľské vzťahy,
ktoré zvyšujú výkon pri tvrdej práci a
napomáhajú pri dosiahnutí cieľa;

5. zodpovedný (výkon):
to čo tvrdím, to aj robím, vysoké
stabilné hodnoty ako česťnosť,
zákonnosť, morálnosť a vernosť.

vysvetlenie:

- 5 TOP vlastností je zoradených od
najsilnejšej
- komplexné vysvetlenie vlastností je
uvedené na stranách 9 až 13.

MÁJ 2020 - FEB 2023

zastupiteľstva, verejné vystúpenia na
zastupiteľstve, obhajoba materiálov a ich
prezentácia;

Riaditeľ / Konateľ

TV PEZINOK, s.r.o., Pezinok, Slovenská
republika

- riadenie spoločnosti, optimalizácia procesov,
nastavovanie komunikácie;
- obstaranie a koordinácia úplne nového dizajnu a
komunikačnej stratégie TV;

-
- nastavenie nového modelu financovania
(prechod z fakturácie na dotáciu, šetrenie
finančných prostriedkov v rozsahu 20-30%;
 - zlúčenie spoločnosti s informačným centrom,
rozvoj poskytovaných verejných služieb;
 - získanie dotácie na interaktívne zariadenia,
eBike a vydanie publikácie.

DEC 2018 - NOV 2022

Primátor

Mesto Pezinok, Pezinok, Slovenská republika

- jedno volebné obdobie 2018-2022, v
následujúcich komunálnych voľbách 2022 som
nekandidoval;

-
- komplexné riadenie 25.000 okresného mesta,
zástupca akcionárov v BVS, a.s., zástupca v Únii
miest Slovenska, priame riadenie/manažovanie
5 riaditeľov mestských spoločností, 4 riaditeľky
ZŠ, 6 riaditeľiek MŠ, riaditeľku CVČ, ZUŠ a
prednostu MsÚ Pezinok (priame riadenie 18
manažérskych pozícií);
 - komplexná zodpovednosť (trestnoprávna) za
celú samosprávu, politické a vecné rokovania so
správnymi orgánmi/úradmi (ministerstvá,
krajské a okresné úrady), s bankovými inštitútmi
a so súkromným sektorom;

-
- 2020 spustenie celoslovenského pilotného
projektu el. vybavovanie klientov počas
testovania na COVID (vybavovanie povolení so
SR, zdravot. poisťovňami, kybernetická
bezpečnosť, komunikácia s programátormi -
vývoj, a médiami PR) - inšpiroval sa naším
projektom Magistrát hl. mesta SR - Bratislava,
spustenie ako akčiasťočný vývoj;
 - transformácia a rozvoj mestskej spoločnosti
Mestský podnik služieb, p.o. (verejnoprospešné
práce);
 - zavedenie elektronického manažérského
(projektového) systému FREELO.io v rámci
samosprávy;

-
- komplexné vybudovanie klientskeho centra,
nastavenie procesov;
 - tri postupné organizačné zmeny vo vzťahu k
optimalizácii chodu úradu a pokrytí nových
agend.

JAN 2017 - DEC 2018

Mentor

Akadémia LEAF - LEAF Academy, Bratislava,
Slovenská republika

- mentorovanie žiakov na strednej škole
- mentorovanie študentov na vysokej škole (III.
stupeň)

AUG 2012 - NOV 2018

Riaditeľ / Konateľ

IN ARCHITEKTI, s.r.o., Pezinok, Slovenská

republika

- zakladateľ spoločnosti, určenie hodnôt a smerovania
- vývoj interaktívneho laboratória v oblasti zážitkovej pedagogiky urbanizmu s názvom ITUD;
- 2018 uznanie Centra vedeckotechnických informatizácii SR - Príklad dobrej praxe vývoja inovatívnych technológií s pozitívnym dopadom na spoločenské a ekologické výzvy;

-
- riadenie a vedenie projektov v oblasti urbanizmu, architektúry a interiéru;

Výstavy a prehliadky

- 2014 - 3 Profesori architekti-urbanisti T. Alexy, J. Kavan, F. Trnkus vystavujú výber z diela (1965-1995) - realizácia výstavy, návrh katalógu a propagačných materiálov, (Hianik I., Winková N.);
- 2017 - Emanuel Hruška a Slovenská urbanistická škola, Galéria Umelka - realizácia výstavy, grafické stvárnenie diel, dizajnmanuál, návrh katalógu a propagačných materiálov, (Hianik I., Winková N.).

Vzdelanie

SEP 2004 - MÁJ 2012

Fakulta architektúry a dizajnu

Architektúra. / Urbanizmus
Slovenská technická univerzita v Bratislave,
Bratislava, Slovenská republika

- 2009 Odmena - Cena Prof. Alfréda PIFFLA (pustý kostol v Čalomiji);
- 2010 BakalárABFSlovakia - 3. miesto (rekonštrukcia námestia v Modre);
- 2011 zahraničná stáž Florencia, Taliansko - urbanizmus, obnova pamiatok;
- 2011 Cena Prof. E. HRUŠKU - najlepšia urbanistická tvorba na FA STU;
- 2012 Odmena PRO URBION - cena prof. Lacka (najlepšia diplomová práca v oblasti urbanizmu na SR);
- od 2012 - dizertačná práca: Urbanistická klasifikácia uličnej siete miest na Slovensku;
- 2014 Študent roka v kategórii mimoriadny výsledok v oblasti výskumu alebo vývoja.

SEP 2010 - AUG 2011

Facolta di architettura

Obnova pamiatok / urbanizmus
Universita degli studi di Firenze, Florencia,
Taliansko

SEP 2000 - JÚN 2004

Gymnázium Pezinok

Pezinok, Slovenská republika

V Pezinku
dňa 08.03.2023

.....
Ing. arch. Igor Hianik



LEARNER®

PEOPLE EXCEPTIONALLY TALENTED IN THE LEARNER THEME HAVE A GREAT DESIRE TO LEARN AND WANT TO CONTINUOUSLY IMPROVE. THE PROCESS OF LEARNING, RATHER THAN THE OUTCOME, EXCITES THEM.

People with strong Learner talents constantly strive to learn and improve. The process of learning is as important to them as the knowledge they gain. Learners are energized by the steady and deliberate journey from ignorance to competence. They are excited by the thrill of learning new facts, beginning a new subject, and mastering an important skill. Learning builds their confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than “getting there.”

ITS POWER AND EDGE

People with strong Learner talents not only love to learn, but they also intuitively know how they learn best. They can learn quickly, and when focused, they can keep a group, team, and organization on the cutting edge.

IF LEARNER IS A DOMINANT THEME FOR YOU:

Continue to grow through learning.

- Refine how you learn. If you learn best by teaching, seek out opportunities to instruct others. If you learn best through reflection, carve out this quiet time.
- Designate yourself as an early adopter for new technology, such as a new point-of-sale or back-office system. You will learn quickly and be able to share important advances with your colleagues and peers.
- Honor your desire to learn. If you can't fulfill this need at work, take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this “newness” can calm their fears and spur them to engage. Take this responsibility seriously.

IF LEARNER IS A LESSER THEME FOR YOU:

If you lack the intensity of the talents that comprise the Learner theme, it does not mean you can't or won't learn. It does mean that you probably don't appreciate or enjoy the process that is often required for learning to take place.

- Have a strategy in place to help keep your skills up-to-date and relevant in an ever-changing world.
- You are more interested in the destination than the journey. Consider looking for roles that are oriented toward results rather than processes.
- You may have other dominant talents you can lean on when you need to bring something new to the table. For example, Woo talents might open you to new people; Ideation talents might open you to new ideas; Input talents might open you to new resources or tools; and Strategic talents might open you to new possibilities or options.
- Develop relationships with people who always seem to be on the cutting edge. They can keep you informed on the latest advancements in your field.

GALLUP®

Strengths

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ACHIEVER®

PEOPLE EXCEPTIONALLY TALENTED IN THE ACHIEVER THEME WORK HARD AND POSSESS A GREAT DEAL OF STAMINA. THEY TAKE IMMENSE SATISFACTION IN BEING BUSY AND PRODUCTIVE.

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do more, to achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day they must accomplish something meaningful to feel good about themselves. And “every day” means every single day — workdays, weekends, holidays, and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. Upon finishing a challenging project, they rarely seek to be rewarded with a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

ITS POWER AND EDGE

Achievers love to complete tasks, and they derive fulfillment from their accomplishments. Putting it simply, people with high Achiever have a strong inner drive — an innate source of intensity, energy, and power that enables them to push hard to get things done. As a result, they often set the pace and define productivity levels for the people around them.

IF ACHIEVER IS A DOMINANT THEME FOR YOU:

Direct your energy to achieve in all areas of your life.

- Take advantage of your self-motivation by setting challenging goals. Set a more ambitious goal every time you finish a project.
- Partner with someone with strong Discipline or Focus talents. This person can help you use your energy as efficiently as possible.
- Take time to celebrate each success before moving on to the next item or task, even for just a few minutes.
- Although you might be naturally equipped to work harder and longer than others, be sure to take regular breaks.
- As much as possible, limit your commitments to tasks that are aligned with your highest priorities.
- Make sure your to-do lists include things beyond work.

IF ACHIEVER IS A LESSER THEME FOR YOU:

Think about how you get things done. Even if you lack the intensity or drive of the Achiever theme, you no doubt accomplish meaningful outcomes.

- Among your top themes, find those that provide you with energy and motivation. Focus, Maximizer, or Responsibility talents may be the fire that can fuel your endeavors in the same way that the Achiever talents do for others.
- If you have a smartphone or other mobile device, find a powerful app that can help you keep track of the important tasks you need to accomplish each day. Use this technology to push you toward completing your goals.
- Look for collaborative roles. The drive of those around you can often be contagious. Gravitate to high producers, and their energy will often rub off on you.
- Manage others' expectations by helping them understand that though you are not afraid of hard work, your primary motivation is more about quality, commitment, or service.

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FUTURISTIC®

PEOPLE EXCEPTIONALLY TALENTED IN THE FUTURISTIC THEME ARE INSPIRED BY THE FUTURE AND WHAT COULD BE. THEY ENERGIZE OTHERS WITH THEIR VISIONS OF THE FUTURE.

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life, or a better world — it will always be inspirational to them. This vision energizes themselves and others. They can paint a picture of the future that raises the sights and spirits of others.

ITS POWER AND EDGE

Those individuals exceptionally talented in the Futuristic theme are visionaries. Their emotional anticipation and visualization of a better future can inspire them and others to make that dream a reality. Their vision of tomorrow can push them and others to new heights.

IF FUTURISTIC IS A DOMINANT THEME FOR YOU:

Take time to envision the future. Anticipate and imagine what could and should be.

- Your natural anticipation of a better tomorrow enables you to overlook the pain and problems of today. Help others anticipate and imagine their futures as well.
- Carve out time every week to put your ideas for the future in writing. You will clarify your visions for yourself and your team.
- Motivate your colleagues with things that can be done in the future. For example, include some Futuristic ideas in each of your group meetings, or write your vision for the future and share it with your colleagues.
- Find a friend or colleague who possesses this theme. Set aside an hour a month for “future” discussions. Together you can push each other to include more creativity and detail.
- When you have an opportunity to describe your vision of the future, use as much detail as possible, because not everyone can intuitively fill in the gaps like you can.

IF FUTURISTIC IS A LESSER THEME FOR YOU:

Lacking the intensity of the Futuristic theme doesn't mean you can't inspire others or set a direction. It simply means that your vision is generated from other talents.

- Look to times when you had clarity about a goal or direction — either for yourself or others — and find clues to other talents that inspire or provide direction.
- When planning for the future, it may be helpful to reflect on your past successes and how you arrived at the present moment in time. Then, stretch your timeline forward to include the future — imagining it to be seamlessly connected to the past and the present.
- Be a complementary partner with people who have exceptional Futuristic talents. Consider playing the role of a “vision catcher” — be the first to endorse another's vision or be the person who brings greater clarity to someone's initial vision. You might also be a great “vision caster” — one who can effectively refine and communicate the vision.

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RELATOR®

PEOPLE EXCEPTIONALLY TALENTED IN THE RELATOR THEME ENJOY CLOSE RELATIONSHIPS WITH OTHERS. THEY FIND DEEP SATISFACTION IN WORKING HARD WITH FRIENDS TO ACHIEVE A GOAL.

Relator talents describe a person's attitude toward their relationships. In simple terms, people with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. In short, a person with strong Relator talents forms close relationships with people. They may know many people, and they can relate to all kinds of people. But they also have a very small group of friends with whom they have incredibly deep relationships.

ITS POWER AND EDGE

People especially strong in Relator talents form solid, genuine, and mutually rewarding relationships. Their relationships are close, caring, and trusting.

IF RELATOR IS A DOMINANT THEME FOR YOU:

By connecting deeply with the right person, you gain a friend for life.

- You tend to be at your best when you are part of a stable group of friends you can trust. Find a workplace in which friendships are encouraged. You will not do well in an overly formal organization.
- Deliberately learn as much as you can about the people that you meet. You like knowing about people, and others like being known. In this way, you will be a catalyst for trusting relationships.
- Show people that you trust them, and they will be more likely to trust others. You can be an important role model in this area.
- Let your caring show. For example, find people in your company to mentor, help your colleagues to know each other better, or extend your relationships “beyond the office.”
- No matter how busy you are, stay in contact with your friends. They are your fuel.

IF RELATOR IS A LESSER THEME FOR YOU:

If you lack the intensity of the Relator theme, it does not mean that relationships are not important to you. Nor does it mean you lack the ability to build them. It likely means that you are more inclined toward a large quantity and greater variety of relationships.

- Among your top themes, find those that help you grow and nurture your existing relationships. Perhaps you build intimacy by working collaboratively (Harmony) or working hard (Achiever) with others. Alternatively, you might be a person who builds increased trust by following through (Responsibility) or telling the truth (Belief or Command). Intentionally leverage one or more of those themes with an increased intent toward deepening relationships with those around you.
- Explore the best ways for you to connect with people. It may be that you relate to people best when discussing ideas, when doing an activity together, or when you have a common challenge. Your top themes will give you clues that reveal your unique path to building relationships.
- Show your vulnerability. The most meaningful relationships are built on a strong foundation of trust, and one of the fastest ways to build trust is to reveal something that makes you vulnerable.

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RESPONSIBILITY®

PEOPLE EXCEPTIONALLY TALENTED IN THE RESPONSIBILITY THEME TAKE PSYCHOLOGICAL OWNERSHIP OF WHAT THEY SAY THEY WILL DO. THEY ARE COMMITTED TO STABLE VALUES SUCH AS HONESTY AND LOYALTY.

People with strong Responsibility talents take psychological ownership for anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word. Their conscientiousness, their drive for doing things right, and their impeccable ethics combine to create the reputation of being utterly dependable.

ITS POWER AND EDGE

The genius of those with strong Responsibility talents stems from the deep sense of dedication and ownership they feel toward the things they commit to. They are people of their word, and others know they can rely on and trust them.

IF RESPONSIBILITY IS A DOMINANT THEME FOR YOU:

Take psychological ownership for the things that matter most to you.

- Always check your schedule and your to-do list before taking on a new request. You will create a realistic opportunity to meet all of your commitments without overworking yourself, and you'll demonstrate to others your serious approach to your responsibilities.
- Keep volunteering for more duties than your experience seems to warrant. You thrive on new responsibilities and can deal with them very effectively.
- Align yourself with others who share your sense of commitment. You will thrive when surrounded by others who take their responsibilities as seriously as you do.
- Sometimes you need to remind yourself to say "no." Because you are instinctively responsible, it might be very difficult to refuse opportunities. For this reason you must be selective.
- Be your organization's ethical watchdog by taking swift action to eliminate and prevent unethical behavior and publicly recognizing displays of strong ethics.

IF RESPONSIBILITY IS A LESSER THEME FOR YOU:

If Responsibility is a lesser theme for you, this does not mean that you are unwilling to make commitments or to act in an ethical manner. It may mean that you are naturally more proactive and find it more difficult to react and respond in a consistent manner.

- Know what others expect of you. Consider your most important partners, colleagues, and customers. Interview them. Get to know what is important to them and what they expect from you. Routinely follow up to ensure these expectations have not changed.
- Among your top themes, find those that help you meet and respond to others' needs. Developer talents can help others grow. Activator talents can help you get others started. Positivity talents can help others feel better.
- Employ external sources of motivation and accountability to help you get things done. Use technology, relational accountability, or your project management skills to get things done in a manner that satisfies others' expectations.

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