



### CLIENT'S PROFILE

A parent company and core of the ČEZ Group is the biggest producer of electricity in the Czech Republic, joint stock company ČEZ a.s., founded in 1992 by the Czech National Property Fund. Besides the production and sale of electricity, activities of the ČEZ Group companies include area of telecommunications, informatics, nuclear research, design, construction and maintenance of energy equipment, extraction of raw materials, as well as processing of energy by-products. Moreover, the ČEZ Group belongs to three biggest heat producers in the Czech Republic.

The bases of the ČEZ Group present form were built in 2003, when the energy company ČEZ entered in joint venture with its distribution companies. Today, the ČEZ Group is ranked among the top 10 energy groups in Europe, considering both – installed capacity and number of customers. Furthermore, in the Central Europe, it occupies the primary position also on the electricity market.

### CLIENT'S NEEDS

Due to the total number of employees of the ČEZ, a.s., and its affiliated companies above 12.500 and amount of duty stations not only in the Czech Republic, but also in other states of Europe, it is absolutely necessary to use modern IT systems for education management and planning. The complex system enables responsible staff from education area to effectively organize on-site training, as well as to plan and evaluate e-learning trainings in diverse areas, including the broad use of electronic tests.

In the area of on-site training registration, the modern LMS systems offer, on the one hand, a registry of free dates, teachers and classrooms, and on the other hand, the possibility to use the registration and approval workflow that makes the whole process of training management much more effective.

Operation of e-learning courses and tests allows obtaining feedback in a very fast and efficient manner, what facilitates further work on education in order to improve the assessment and effectiveness of employees.

For this reason, it was necessary to find a truly complex IT system that would offer to the ČEZ workers a powerful system for planning of on-site training and at the same time an effective system for management of e-learning courses and tests. Another essential requirement in searching for a suitable solution was vendor flexibility, as well as the system openness, that would permit flexible responses to the needs of a large and dynamic company ČEZ undoubtedly is.

### E- LEARNING

One of a few products on the market, that attained high requirements of ČEZ Group, was also the LMS iTutor offered by the company Kontis, Ltd., which was at the end chosen by the company management. The implementation included the modules Administrator, Manager, Student, Tester, CDS, Catalog, Messenger and Reporter, i.e. complete set of LMS iTutor for development and operation of e-learning courses and tests, and for complete registry of approval and registration processes of on-site training.



The Module Catalog enables employees to choose on their own the most appropriate date for on-site training. Their demand then enters into the approval process, in which the managers approve/refuse the participation of individual employees in the training. On the other hand, this module permits managers to register their subordinates for concrete training dates in case that these do not have access to the computer or the registration is in the competence of the supervisor.

The e-learning courses available for ČEZ employees in the LMS iTutor include trainings in the area of work safety, fire protection, IT skills etc. Furthermore, the Kontis Ltd. has developed for ČEZ a series of interactive multimedia courses in the area of quality management, emergency preparedness, among others.



## CLIENT'S OPINION

"The company Kontis Ltd. has offered us not only the products we were looking for on the market, but also excellent services during the implementation of the entire system, including follow-up service. By LMS iTutor implantation, we gained a powerful tool that allows us to provide modern training courses for our employees and at the same time effectively manage the organization of on-site trainings. Our needs and requirements on functionalities and expansion of the system have been developing in the ČEZ Group continuously, to what the Kontis Ltd. has managed to respond very flexibly and offered solutions that reflected exactly our requirements."

*Richard Köhler, HR Senior Specialist*