

## Jan Becher - Karlovarská Becherovka, a.s.

### Client's profile

The company was founded in 1807 by the Becher family, at that time as a family business. Its principal activity is the production and sale of the alcoholic and non-alcoholic beverages. The beginning of the contemporary history of the company is dated back to 1997, when the privatization of then join and stock firm was initiated. It was overtaken by the multinational beverage corporation PernodRicard, today the second largest producers of spirits and wines in the world. Because of its membership of PernodRicard group, the company Jan Becher – Karlovarská Becherovka was offered a perspective of development on both – domestic and foreign markets. Partly for this reason, several imported brands have become today a leader in their category on the Czech market and the principal brand – Becherovka – is exported into more than 35 countries worldwide.

### Client's needs

To maintain its position on the market, it is necessary for the company Jan Becher to keep and gradually increase the current professionalism and efficiency of its employees. This may be achieved by regular assessments of the employees regarding their progress towards set objectives and the competencies determined for each position in the company. The use of IT technologies for these assessments guarantees obtaining of the required data in a structured format, essential for further processing. At the same time, it saves considerable time, and thus results in financial savings, not only at filling in the assessment sheets, but also at the subsequent evaluation of the obtained data.

The basic requirement for the choice of the adequate supplier had been the experience with the implementation of similar projects, the possibility of custom modifications of the entire solution to meet the needs of Jan Becher company, and, last but not least, the possibility of the utilization of one system for both – performance management and training management of employees through e-learning.

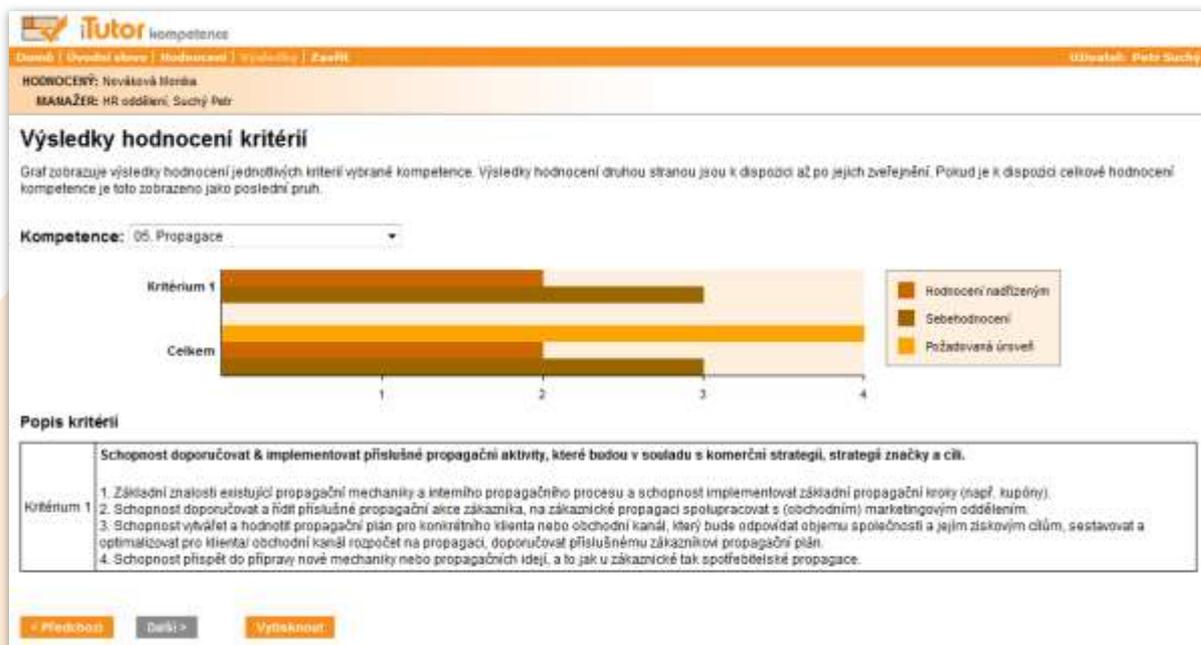
### E-learning

After several rounds of the selection process, the Jan Becher management decided for cooperation with the Kontis Company. The LMS system iTutor met all the pre-requisites for the implementation and the company Kontis had plenty of experience with implementation of e-learning for diverse customers. The implementation of the LMS iTutor included the modules for e-learning and records of on-site training, as well as module Performance Management, that made possible the assessment of goals and competencies, and reporting on the evaluation **actions of the 360° feedback.**

For the full integration of the LMS iTutor in the environment and processes of the company Jan Becher, the detailed analysis of the requirements was done at the very beginning. Based on the results, the LMS iTutor was complemented by the essential functions to be used by the Jan

Becher company. The adjustments were made particularly in the graphic design of the evaluation forms and assessment reports, as well as in the design of the web environment of the LMS iTutor in order to match the standards of the corporate graphic design.

A part of the implementation was also the introduction of the e-learning courses, mainly in the area of foreign languages and safety at work training. The entire system is integrated with the module Messenger that ensures automatic sending of email notifications that alert users on filling in the assessment forms, the end of validity of the periodic courses etc.



### Client's opinion

*"In the company Kontis, s.r.o., we have found an important partner to satisfy our needs in the area of training management and assessment of our employees' performance. The system iTutor fully meets our requirements and its implementation made the whole process of employees' assessment more clear and efficient. Furthermore, the e-learning courses provided our employees with access to the modern form of education. The cooperation with Kontis representatives fulfilled our expectations. I appreciate the commitment with addressing our needs. Moreover, we believe that we chose a supplier with the best cost-benefit ratio."*

Richard Sup, *company's CEO*