

DARS

DARS d.d., Ljubljana, Slovenija

Main activity: Management and maintenance of highways

Use of DNLA: Leadership Development • Talent Management • Coaching

Introduction to the reference

Dars has been a long-term business partner and DNLA user. Resultant has been consulting in the field of HR development and developing a quality internal environment and employee satisfaction in the organizations for over 20 years. We are also proud to have worked with DARS, Slovenia's highway operator, since 2012. Together, we have co-created many great stories in building a modern HR system and developing their talent. Together, we are building an organisational culture that fosters growth, productivity and satisfaction for all employees. We are pleased to see that they are also using the DNLA system in their processes for developing leaders, identifying young potential and developing potential successors. We express our sincere gratitude for being a business partner of DARS.

You can read more in the reference by my colleague Helena Pleslič from DARS, who is expertly managing the DNLA process.

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reference letter

DARS

We connect in a modern, safe and environmentally friendly way.

ABOUT DARS

By building, managing and maintaining the motorways and expressways of Slovenia, we connect the country and provide our users with a safe and comfortable mobility. We take various measures to guarantee road safety and ensure an uninterrupted traffic flow on the motorway network. Special emphasis is given to raising awareness about a safe and tolerant driving style among users and the general public, as well as regular and timely reports on traffic conditions.

WE ARE A JOINT-STOCK COMPANY OWNED BY THE REPUBLIC OF SLOVENIA

With just over 1200 employees, we are one of the largest companies owned by the Republic of Slovenia. Since the beginning of the company's operations on January 1 1994, our main task has been the construction of motorways and organisation of all related activities. On that day we also took over the management and maintenance of all already constructed motorways, infrastructure facilities and equipment, as well as toll collection. Additionally, we perform special tasks in relation to spatial planning and placement of motorways in space as well as acquisition of real property for the requirements of motorway on behalf of the Republic of Slovenia.

OUR MAIN MISSION

By taking modern approaches and acting responsibly towards the environment, we optimize traffic flow and ensure safety and comfort on the Slovenian motorway network.

- **600 kilometres of motorways and expressways** / Guaranteed traffic safety, free traffic flow and comfort for the highway network users.
- **Competent employees** / Continuous enhancement of employee competence creating an inspiring, safe and engaging working environment.

USING DNLA

With DNLA Expert Systems, we have successfully measured the social and leadership competences of our employees and obtained very useful information. This data has enabled us to better understand our employees' needs and their individual potential, so we can better plan their development plans and provide them with opportunities for progression. Using the DNLA tool has also brought us many other benefits. For example, it allowed us to identify and improve the performance of our teams, as we were able to better understand the dynamics between team members and help them improve their communication with each other. DNLA will also help us to select the right candidates for the various important business roles in our organisation more quickly and efficiently, as we have reliably assessed their social and leadership competences and skills. The entire process of implementing and interpreting the DNLA Expert Systems tool results was effortless and professional allowing us to obtain very useful information and use it effectively for HR development in our company. We strongly recommend this tool to anyone who wants to improve their organisation's performance and develop their key employees.

Helena Pleslić

HR Department

