

This is an important date in the life of our team, whatever the framing may be. On this day a new VP joined our team, for Sales and Marketing, which barely a year later he swapped for Sales and Support — not arbitrarily, of course: that was the logical thing to do, and that is what will make his work effective going forward. Yes, effectiveness is a key driving force for one of our favourite colleagues: if something has already come up twice, it's better to build a process and a team around it and scale it up. Oh yes, because by his own admission he's a growth maniac. The eternal driving force of our little micro-environment — and of a much wider one, too.

Fortunately, he doesn't only love growth at the level of numbers: he sees the potential in everyone and is happy to support them in unlocking it, having learned a great deal in order to do that successfully. For many of us he isn't so much a leader as a mentor, whether professionally or personally. Because in the latter case, too, we can count on him — in fact, he doesn't shy away from 'teaching us happiness'. His appetite for teaching permeates not only his everyday life but, through him, ours as well; he does whatever he can for the continuous development of his colleagues, because one must learn, learning is good, and without it there is only stagnation. And that is not good. Let's take his word for it, since he is a shining example of never standing still: his idea of real relaxation is to go and see the county boundary marker — on foot, of course, over the hills, of course, as the crow flies. Based on all this, you might think he's a serious man, and you wouldn't be far off — but what we certainly cannot say is that he ever lost his sense of humour along the way. He loves to play, organised professionally too, of course, and with as many people as possible. Do you remember how many points you scored at the Music Competition, the last time we were doubled over laughing at each other and at ourselves, when we had the tune but what was the title of the song? Can you hear it? Can you hear him burst out laughing? Yes, it's enough just to write it down and we can already hear István Juhász lifting the spirits not only of everyone sitting in a meeting with him, but of everyone else within a kilometre, for sure. Thank you for being here, thank you for everything, István, and please keep teaching us for many, many years to come!

...you have had, and to this day still have, a great impact on me. Thank you for our first meeting, the first interview, during which you helped tip me out of my state of doubt. Thank you for the patience with which you approached me during the interview, while I was able to let go of my previous team internally, and for reassuring me that I would be in a good place — which turned out to be true. I was surprised and delighted to see the energy with which you approach your work and the team, and the persistence and eagerness to teach with which you carried the happiness training through. That training helps me — and I think others too — to live more consciously and to notice other people; I owe that to you, we owe that to you. Thank you for letting me be part of your team and for letting me learn from you.

I know it's rare, but I really love the way you laugh. You give value and you look for value; you're a wonderful person and I'm glad I know you.

I'm glad that you devote time not only to our professional but also to our personal development, even though you have a million things to do.

Thank you very much for the opportunity. Personally, it has contributed significantly to my everyday well-being and development.

Thank you for noticing me. Thank you for believing — for believing in me, and thank you for teaching me for six years now!

Your positive attitude and the importance you place on developing people are a real asset that greatly enriches the team.

Thank you, István, for all the many opportunities and for your great honesty! You were the first person in the company I wasn't afraid of.

...I feel that I've grown a great deal thanks to you... thank you for investing so much in my development, and for continuing to do so!

Thank you for our personal conversations. You helped me a lot when I was uncertain. And thank you for doing so much for the company!

Thank you for the year, for the teaching, for the guidance, for the praise, for the understanding, for the help...

Thank you very much for your time and your persistence in organising it, and for the great conversations.

I thank István for the way he leads us — and even more for being the kind of person he is!

István, I know myself and my own limits, so now: thank you for everything from the past six-plus years. For our disagreements, for the times we didn't see eye to eye, for the lessons, for our jokes, for your personality, for you. For always being able to feel that if I turned to you, I would find something. If not a direction, if not a path, then at least a listening ear. I am incredibly grateful for you, and wherever the road takes me, that road will be richer with you in it. Thank you. For everything.

I'd like to thank you separately for your support this year, and for the programmes I was able to take part in during the year. It helped me a lot emotionally and mentally — and not just the trainings, but your whole attitude.

Thank you very much for the opportunity — I found the session thought-provoking, demanding, and at the same time liberating. Thank you again so much for putting time and energy into this, and for letting me be part of it.

I admire what you've achieved and everything you strive towards. You're a role model!

Thank you for treating everyone as an equal. That's what makes people look up to you!

An outstanding strategist! It's an honour to work with You! To enjoy Your trust!

I still quote you to this day — that says something.

A tireless striving for good and for quality.

I love that moving things forward matters to you.

Thank you for making me a better person.

Thank you for everything you've helped me with over the past year or two — for helping me grow both professionally and as a person! I don't know how the next few years will turn out, but I'm so glad that you were my manager; I'm grateful for all the care and mentoring. It will be hard to ever find a better manager.

Thank you for organising something like this; even if only a few people see it through, it already helps them. I think it's really cool that there's an opportunity for this here — these are exactly the things that make this workplace special for me.

Enormous thanks are due to you for pulling this together, running it, and developing our minds and souls with your support and your thoughts. With this, you've now joined my top 5 biggest 'influencers'.

Thank you for your attentiveness, for putting so much energy into bringing out the best in the team and in its members — even by pushing at our limits. Thank you also for your understanding attitude!

Huge thanks, István, for taking the time for this and for caring about us!

We are endlessly grateful for all the support and patience you show us!

Your clear expectations and your enthusiasm help a great deal!

Thank you for the team-building programmes you organise!

I think you're a great mentor. Thanks!

Pulsing together with the team!

You're a real team player!

Professionalism, 10000%

A mentor!