

100 Days as CEO of MHP Consulting Romania

5 Questions, 5 Answers with Radu Radovici

On February 1, 2025, MHP Consulting Romania announced the appointment of Radu Radovici as its new CEO. Radu joined MHP in 2019 and has since played a pivotal role in diversifying the company's technology portfolio, expanding its Global Delivery network, and strengthening the MHP community in Timișoara. In 2024, he took on the role of Partner at MHP Consulting Romania, followed by his appointment as CEO.

How did his first 100 days go? What key developments have taken place?

In this edition of "5 Questions, 5 Answers," Radu Radovici shares his personal reflections on his journey so far.

1. Reflecting on your first 100 days as CEO, what have been your key priorities and how have they shaped the direction of MHP Consulting Romania?

Stepping into the role on February 1 felt less like a transition and more like turning a new page in a familiar book. I've been with MHP since 2019, and since then I felt that I had the responsibility to shape where we're going.

From the beginning, I've emphasized transparent leadership. Collaboration, trust, and accountability across teams in Romania is a critical success factor. That spirit of openness extends across borders, too. Our relationships with our colleagues in Germany and global clients are also grounded in trust and responsiveness. We listen, we deliver, we adapt. Always high performance, always uncompromised quality. MHP Romania has launched several strategic initiatives that focus on people and innovation supporting the MHP strategy 2030 and driving the company's global footprint.

2. MHP Consulting Romania has grown significantly over the past decade. How do you plan to build upon this foundation to further expand the company's global delivery capabilities?

Our growth isn't just a number. It's a result of putting people first. Of the four pillars that guide my vision – empowering people, accelerating innovation, driving global growth,

and ensuring organizational stability – the first is by far the most vital. We are, and always will be, a people company. That's why my focus has been on developing clear career paths, robust learning & development programs, and a shared leadership mindset. This isn't about individuals, it's about building swarm intelligence – teams that think, solve, and grow together.

We're proud to renew our ten-year partnership with Babeş-Bolyai University – a collaboration through which we've continuously supported both the Informatics and Economics study lines since our founding. This long-term commitment reflects our firm belief that investing in education means investing in our future. We see it as our undeniable responsibility to empower the next generation of innovators.

3. Innovation is a core pillar of your leadership. Can you share specific initiatives or technologies that the company is focusing on to stay ahead in the industry?

To me, innovation isn't a PowerPoint presentation. It's something you can interact with – touch, test, and challenge. That's the spirit behind our **Digital Showroom**: a living space where our automations, bots, workflows, and AI prototypes aren't just shown, but experienced. When a client walks through our innovation portfolio, they're not watching a pitch – they're stepping into our thinking.

A few weeks ago, we launched **IntelliCore**, our internal Copilot-based AI. It's early days, and like all innovation, it needs iteration. But it's already shifting how we work, helping us work smarter, which, ultimately, is the point. **Innovation isn't about buzzwords. It's about helping people – inside our company and beyond – do better work, faster, with fewer obstacles.**

As a next step we want to become the **product incubator** for MHP – it's where bold ideas turn into real solutions: Proof of Concepts, products, bots, automations, you name it. We take in challenges from customers or internal teams, and push them through a fast, hands-on development cycle. The goal? Work smarter, move faster, and deliver real impact – not in theory, but in working prototypes. It's how we test, learn, and scale innovation across the company and beyond.

4. What type of culture do you aim to foster under your leadership?

Trust and accountability are working principles. Imagine the crew on the International Space Station: everyone knows their role, takes responsibility, and steps in when it's needed. That's how I see us at MHP Consulting Romania. We trust each other to deliver, and when we encounter a challenge we shape it into an opportunity.

Culture is built in the everyday. We are passionate about what we do, we understand the chance of changing "tomorrow". This is why we involve people in decisions, and we celebrate both individual and team wins. We'll soon celebrate a major milestone –

1,000 colleagues, but #ONEMHPTEAM, not just because of the number, but because of what it represents: a collective achievement powered by passion and consistency.

As a team, we know what we stand for: high performance and uncompromised quality. This drives us each day and this is how we become better each day.

5. MHP Consulting Romania is already a recognized success story – what is your vision for its next chapter within the global MHP ecosystem?

In the past five years, MHP Consulting Romania has grown from 300 to over 1,000 colleagues. But this isn't just scale, it's evolution. We've become a **global delivery hub blueprint**: building trust, owning responsibilities and refining our ways of working, and now sharing them with our new subsidiaries in India and Mexico for a flying start.

Looking ahead to 2030, I see MHP Consulting Romania not just contributing but stepping confidently into a leading role. Through our strategic initiatives, we're positioning ourselves at the forefront of group-wide innovation. **My vision is clear: beyond delivering excellence, MHP Consulting Romania will grow into a key innovation hub, actively shaping the future of MHP.**