



“ *Kontis s.r.o. provided us not only with the products we were looking for, but also excellent service during the entire implementation process, including subsequent support. By introducing iTutor LMS, we gained a powerful tool that allows us to deliver modern training courses to employees and efficiently manage the organization of classroom trainings. The needs and requirements for the system's behavior and development within ČEZ Group are constantly evolving, which Kontis is able to respond to very flexibly – always offering solutions tailored exactly to our requirements.* ”

Richard Köhler, Senior HR Specialist



## Customer Profile

The parent company and core of the ČEZ Group is ČEZ, a.s., the largest electricity producer in the Czech Republic, established in 1992 by the National Property Fund of the Czech Republic. In addition to electricity generation and sales, the activities of ČEZ Group companies also include telecommunications, IT, nuclear research, engineering, construction and maintenance of energy facilities, raw materials mining, and processing of secondary energy products. ČEZ Group is also among the three largest heat producers in the Czech Republic.

The current structure of ČEZ Group dates back to 2003, when the energy company ČEZ merged with distribution companies. Today, ČEZ Group ranks among the ten largest energy conglomerates in Europe, both in terms of installed capacity and customer numbers. It also holds a leading position in the electricity market within the Central European region.

## Needs

With the total number of employees of ČEZ, a.s. and its integrated subsidiaries exceeding 12,500, and numerous workplaces not only in the Czech Republic but also across Europe, it is essential to use modern IT systems for the management and planning of training. A comprehensive system allows professionals responsible for employee development to efficiently organize classroom training and plan and evaluate e-learning courses in various areas, including extensive use of electronic tests.

For the management of classroom-based training, modern LMS systems provide not only the record-keeping of available dates, trainers, and classrooms, but also make use of registration and approval workflows, significantly streamlining the entire training process.

Operating e-learning courses and tests allows for rapid and efficient feedback, which enables ongoing improvement of employee training effectiveness and assessment. Therefore, it was necessary to find an IT system that would be truly comprehensive and offer ČEZ staff a powerful system for classroom training planning, as well as an efficient solution for managing e-learning courses and tests. A further essential requirement was the flexibility of the supplier and system openness, enabling quick responses to the needs of a large, dynamic organization such as ČEZ.

## Training

One of the few products on the market that met the high standards of ČEZ Group was the iTutor LMS from Kontis s.r.o., which the company's management ultimately



selected. The implementation included the Administrator, Manager, Student, Tester, CDS, Catalog, Messenger, and Reporter modules—providing the full LMS iTutor suite for developing and running e-learning courses and tests, as well as for comprehensive management of classroom training approvals and registrations.

The Catalog module allows employees to select the most suitable date for classroom training themselves. Their request enters an approval process where managers either approve or reject participation. Alternatively, Catalog enables managers to register their subordinates for training sessions if they lack computer access or if registration falls under the manager's authority.

Among the e-learning courses ČEZ employees can access via iTutor LMS are trainings in occupational safety, fire protection, IT skills, and more. Kontis s.r.o. has also developed a number of interactive multimedia courses for ČEZ covering areas such as quality management and emergency preparedness.

## Summary

The implementation of LMS iTutor at ČEZ Group brought substantial added value by centralizing and automating both classroom and e-learning processes across a large, complex organization. Thanks to iTutor, ČEZ gained a powerful, all-in-one platform that enables:

- **Efficient management of education** for more than 12,500 employees, including planning, organizing, and tracking both face-to-face and online trainings.
- **Flexibility and adaptability**—the system is open to further development and customizations, allowing ČEZ to respond rapidly to changing internal and legal requirements.
- **Seamless integration with HR and organizational workflows**, making the approval, registration, and reporting processes highly effective and intuitive for employees and management.
- **Fast, measurable feedback and data for management**, supporting better evaluation of employee competency, compliance, and ongoing improvement initiatives.
- **Consistent training quality and scalability**—whether for safety programs, technical skills, or general employee development, iTutor ensures up-to-date content and equal access at all company sites.



This modern, robust solution has empowered ČEZ to maintain high standards of employee development, safety, and operational efficiency while minimizing administrative burden and supporting the company's growth and transformation.