



“ We found a significant partner in Kontis for meeting our learning management and performance evaluation needs. The delivered iTutor system fully meets our requirements and its implementation has significantly streamlined and improved the employee evaluation process. By providing e-learning courses, our employees gained access to a modern form of education. Cooperation with Kontis representatives met our expectations; I appreciate their dedication in addressing our needs. Moreover, we are convinced we chose a supplier offering the best value for money. ”

Richard Sup, Managing Director

Customer Profile

Jan Becher was founded in 1807 by the Becher family as a family business. Its main activity is the production and sale of alcoholic and non-alcoholic beverages.

The company's modern history began in 1997 with the privatization of the then joint-stock company Jan Becher. It was acquired by the multinational beverages group Pernod Ricard, currently the second largest producer of spirits and wine in the world. Thanks to belonging to Pernod Ricard Group, Jan Becher – Karlovarská Becherovka was offered growth prospects both domestically and internationally. Today, many imported brands are market leaders in their categories in the Czech Republic, and the main brand – Becherovka – is exported to more than 35 countries worldwide.

Needs

To maintain market position, Jan Becher needs to sustain and gradually improve the professionalism and performance of all employees. This is achieved by regular employee evaluations based on set goals and competencies defined for each job role. Using IT technologies for these evaluations ensures data collection in a structured form necessary for further processing. It also significantly saves time and money during both the evaluations and subsequent analysis.

A fundamental requirement in choosing a suitable supplier was experience in similar projects, the ability to customize the entire solution to Jan Becher's needs, and the possibility of using a single system for both performance management and employee education via e-learning.

E-learning

After several selection rounds, Jan Becher's management chose to cooperate with Kontis. The iTutor LMS system met all prerequisites for implementation and Kontis had extensive experience with other customers. The iTutor LMS implementation included modules for e-learning, attendance tracking, and a Performance Management module enabling goal and competency assessments as well as management of 360° feedback events.

To fully integrate iTutor into Jan Becher's environment and processes, a detailed requirement analysis was conducted at the start, resulting in necessary custom features. These mainly involved redesigning evaluation forms and report outputs as well as adapting the system's web interface to match the company's corporate graphic standards.

Implementation also included e-learning courses focusing mainly on language education and occupational safety.

The entire system is integrated with the Messenger module, which automatically sends email notifications reminding users about, for example, completed evaluation forms or expiration of periodic course validity.

Summary

By deploying the iTutor LMS from Kontis, Jan Becher achieved a modern, fully integrated solution for employee training and performance evaluation. This system not only improved efficiency and data quality, but also provided the flexibility necessary to continue supporting the evolving needs of a leading beverage company operating in a highly competitive environment.