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**Feladó:** Gágyor Gábor

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**Másolatot kap:** Gágyor Gábor

**Tárgy:** MGSZ Bíró Bizottság elnöki pályázat - jelentkezés - Gágyor Gábor

Tisztelt Elnök Úr, Főtitkár Úr, Magyar Golf Szövetség!  
Kedves Norbert és Áron!

Kérem, ezúton fogadják jelentkezésemet az MGSZ Bíró Bizottságának elnöki feladatkörére. Szakmai önéletrajzomat és a golfhoz kapcsolódó háttéremet áttekintő anyagomat mellékeltem. Felhatalmazom az MGSZ-t, hogy ezeket és a jelentkezésemet publikusan kezeljék. Remélem, hogy amennyiben sikeresnek ítélik a pályázatomat, hatékonyan tudok tevékenykedni ezen a szakmai területen.

Ennek a sportnak a jellegzetességei miatt a golf szabályainak ismerete, a versenyek megfelelő lebonyolítása, e téren a játékosok, oktatók, klubok, MGSZ támogatása fontos feladat. A tapasztalataimat felhasználva örömmel veszek részt ennek a területnek a folyamatos fejlesztésében.

Fontosnak és erősítendőnek látom a golfsport, a golfélet szereplői közt az aktív és értő kommunikációt is, melyben szintén szerepet kívánok vállalni. Természetesen nagyban támaszkodni szándékozok a golfélet irányítóinak a támogatására. Hogy mind az információáramlás és a kooperáció hatékonysága, mind a szakmai bizottság ismertsége javulhasson, kérem, hogy az Elnökség üléseinek állandó meghívottja lehessenek.

Mint számos hasonló közreműködőnek, nekem is a fő szakmai tevékenységem, magánéletem stb. mellé kell beilleszteni a Bíró Bizottsági aktivitást. A tennivalók elosztásában tehát számítok arra, hogy hasonlóan lelkes munkatársakkal dolgozhatok majd együtt. Itt remélem, hogy az erős szakmai tudással és tapasztalattal rendelkező golfbírói csapat tagjai és az MGSZ munkatársai is jelentősen részt vesznek a tevékenységekben.

Szerencsésnek is mondhatom magam, hogy értékes tapasztalatokat sorolhattam fel a golfháttéréről szóló anyagban. Ebben mindig számottevő szerepe volt az MGSZ és az Elnökség támogatásának is, melyet ezúton is köszönök.

Várva szíves visszajelzésüket a jelentkezésemről, üdvözlettel,

Gágyor Gábor

## Gabor Gabor – Golf activities

In 2004, some years after starting of playing golf, attended the Referee's course of the Hungarian Golf Federation and became dedicated to the Rules of Golf. Gathered knowledge and familiar with the EGA Handicap System and the USGA Course Rating System. Former board member of the Hungarian Golf Federation and contributing to European Golf Association's European Championships as chairman or member of the Championship Committees. Active in the European Golf Federation and in The R&A's Rules of Golf Committee.

- Advisor of the Hungarian Golf Federation (2013 –)
- Board member of the Hungarian Golf Federation (2008 – 2013)  
Member of the Referee's Committee, responsible for the Junior Program
- Member of Pannonia Golf and Country Club
- Member of the EGA Handicap and Course Rating Committee (2018 –)
- Advisory member of The R&A Rules of Golf Committee (2019 –)
- Member of The Royal and Ancient Golf Club of St Andrews (2020 –)



Promoting golf and its business and technology relevance through lively presentations on company, social and charity events.

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## EGA Championship Committee activities

As an EGA Championship Committee Member (2013 – 2017) acting as key contributor in managing high level tournaments and championships. Practiced in competition preparations, course setup and marking. Experienced in duties of a chief referee and player/team communications. Delivering opening and prize giving ceremonies, both in organizing the program and presenting the speeches.

- Chairman of the Championship Committee – European Amateur Championship 2016; European Boys' Team Championship 2016, 2017; Senior Men's Team Championship 2015
- Member of the Championship Committee – European Ladies' Team Championship 2015; European Senior Men's Team Championship 2014; European Men's Club Trophy 2014
- Experienced in competition preparations and organization, course setup and marking,



## Rules of Golf and Refereeing background

Teaching the Rules of Golf with passion on all levels. Referees' Courses and Rules Examinations since 2008. Educated the Hungarian Pros as part of their curriculum. Taught hundreds of beginner golfers on successful Rules introductory presentations and Rules exams. Published the most popular Rules Hints and Tips blog on the HGF website. Organizing referees' gatherings and delivering presentations. Run practical on-course Rules demonstrations both for players and referees.

- Advisory member of The R&A Rules of Golf Committee (2019 –)  
As one of the two EGA delegates participating in the work of the highest level international Rules governing body of the game.
- Dedicated to Rules of Golf and refereeing since 2004
- R&A Tournament Administrators & Referees School (2005, 2012 – St. Andrews)
- Level 3 Rules Examination (2015, with distinction 2012 and 2019)
- Refereeing highlights  
The Open (2019 – Royal Portrush, Northern Ireland),  
Toyota Junior World Golf Team Championship (2018 – Nagoya, Japan), Jacques L'eglise Trophy (2017 – Ballybunion, Ireland), European Young Masters (2010, 2011, 2012 – Hungary); Ladies European Tour (2006 – Hungary); other Hungarian Tournaments and Championships



## EGA Handicap System and USGA Course Rating background

- Member of the EGA Handicap and Course Rating Committee since 2018, involved in shaping the launch of the new World Handicap System.
- Supporting the Hungarian Golf Federation, the EGA Handicap System and the USGA Course Rating the System quickly became in focus and the knowledge was utilized more and more both in the HGF daily operations and its strategic development.
- Participating on the USGA Course Rating Seminar organized by the EGA in 2008. Attended regional EGA Handicap Conferences.
- Wrote a number of articles for the Hungarian golf society to widely share information and educate on EGA Handicap System.

## Contribution to the Hungarian Golf Federation activities

- Acting as a strong bridge towards the European golf and the EGA, promoting the Hungarian golf life and the HGF within Europe.
- Providing the HGF with successful support in networking towards the EGA, The R&A and within the European golf life.
- Playing active role in bringing EGA Championships to Hungary.
- Active as an advisor for the HGF in Rules, Handicapping or Course Rating matters.
- Board member of the Hungarian Golf Federation (2008 – 2013)  
Member of the Referee's Committee, responsible for the Junior Program



## About the Organizations

**EGA** The EUROPEAN GOLF ASSOCIATION was founded during a meeting held in Luxembourg on the 20th November 1937. The Association declares as its foundation the observance of the Rules of Golf and Amateur Status as laid down by the R&A Rules Limited. The Association concerns itself solely with matters of an international character. Membership is restricted to European National Amateur Golf Associations, Federations or Unions. The Association is presently composed of 47 member countries and is governed by the following Committees: Executive Committee (10 members), Championship Committee (12 members), EGA Handicapping & Course Rating Committee (8 members), Golf Europe. <http://www.ega-golf.ch/page/strategy>

**R&A** The R&A group of companies was formed in 2004 to take on The Royal and Ancient Golf Club of St Andrews' responsibilities for governing the Rules of Golf, staging The Open, golf's original championship, and developing the sport. The British Golf Museum in St Andrews is part of the R&A group. Together The R&A and the USGA govern the sport of golf worldwide, operating in separate jurisdictions with a commitment to a single code for the Rules of Golf, Rules of Amateur Status and Equipment Standards. The R&A, through R&A Rules Ltd, governs the sport worldwide, outside of the United States and Mexico, on behalf of over 36 million golfers in 144 countries and with the consent of 159 organisations from amateur and professional golf. The R&A merged with the Ladies' Golf Union in 2017 and now has responsibility for running a series of world class amateur events and international matches in women's and girls' as well as men's and boy's golf. The R&A works with IMG to stage the Women's British Open and with the European Tour to stage the Senior Open. The R&A is aiming to invest £200 million in developing golf over the next decade and supports the growth of the sport internationally, including the development and management of sustainable golf facilities. For more information, visit [www.RandA.org](http://www.RandA.org).



The Royal and Ancient Golf Club of St Andrews is the oldest and most prestigious golf club in the world. It is based in St Andrews, Fife, Scotland, and is regarded as the worldwide "Home of Golf". Formerly, it was also one of the governing authorities of the game, but in 2004 this role was handed over to a newly formed group of companies, collectively known as The R&A. The organisation was founded in 1754 as the Society of St Andrews Golfers, a local golf club playing at St Andrews Links, but quickly grew in importance. In 1834, King William IV became its patron and the club became known under its present name. In 1897, the Society codified the rules of golf, and, gradually over the next 30 years, was invited to take control of the running of golf tournaments at other courses. The Royal and Ancient Golf Club of St Andrews itself is now simply a golf club although membership is by invitation only. It has 2,400 members from all over the world. (Wikipedia – [https://en.wikipedia.org/wiki/The\\_Royal\\_and\\_Ancient\\_Golf\\_Club\\_of\\_St\\_Andrews](https://en.wikipedia.org/wiki/The_Royal_and_Ancient_Golf_Club_of_St_Andrews))

## Gábor Gágyor

Dedicated to progressive business management and measurable development. Skills and practice cover company management, direct/indirect sales, as well as marketing. Considered as a credible leader with a collaborative mindset. Lively presenter with advanced communication skills. Knowledge of multinational companies operating on international markets. Accurate in work, associated with an open and balanced personality.

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Education:	Technical University of Budapest, MSc in Mechanical Engineering, Robot technology		

### **DOQSYS Business Solutions Ltd. (2019 –)** **ICT company, 50 employees, 3m\$ revenue**

**Sales Director** – Driving market expansion through a skilled sales and marketing team. Directing of utilizing DOQSYS' industry-leading technologies and services opportunities to develop its customer base and provide support for them on the journey of digitalization and automatization in business administration processes. Growing sales for DOQSYS as it is being a leading SAP Ariba Partner in licensing, implementation and support as well. Providing valuable contribution to managing the Company through an exciting period of leap in business.

### **T-Systems (2018 – 2019)** **ICT company, 1600 employees, 700m\$ revenue**

**Operations Director** – Leading widely complex and as much inspiring areas of company operations: Alliance management, Sales planning and analysis, Business development of strategic projects, Legal and bidding office, Document management, Car fleet management, Property management.

**Alliance management director** – Driving the strategic change from partner management to alliance management. Introducing partner sales management, opportunity generating bridging activity between partners' and T-Systems' salesforce.

### **ICT Association of Hungary (2017 – 2018)**

**Technology Centre launch support** – As part of Industry 4.0 development project, building and launching the Centre in cooperation with the Budapest University of Technology and Economics. Assessing technology scenarios, coordination with scenario partners and manufacturers.

**Host of Data Economy Conference**

**Moderator for Vision4Tech Conference** – Automation panel discussion

### **Hungarian Post (2015 – 2017)** **postal services, 30000 employees, 600m\$ revenue**

**Director of Key Account Sales Division** – Professional sales and support activities of high-complexity services at the 600 top accounts. Significant impact on transforming company culture towards teams of inspired knowledge workers and sales experts.

- Revenue: 300 M USD, spotlight on business development and profitability
- 2016 plan overachieved on 111%, sales forecast achieved on 100% in retail
- Motivating 3 departments of 70 experienced sales, support and market research specialists
- Salesperson of the Year title awarded for Key Account Sales Division member in 2016 and 2017
- Maximizing revenue outcome from key accounts, renegotiating complex contracts

### **Geoview Systems (2014 – 2015)** **B2B software company, 100+ developers, 25 years in IT**

**Sales Director** – Driving sales expansion, focusing on progress at a leading IT company with complex software solutions and solid track record of growth.

- Forming new sales strategy, founding new business relationships and opportunities
- Redefining marketing activities and partner/customer relationships
- Recruiting and training sales and marketing colleagues, stimulating transparent cooperation

**Avaya (2011 – 2014)** global communications company, 12000 employees, 4bn\$ revenue

**Channel Business Manager for Hungary, Bulgaria** – Generating, enabling and supporting business development over the end customer – reseller – distributor business chain. Working with partners and within the organization with Bulgaria, the Adriatic region and Romania. Ensuring partner sales and technical readiness. Motivating and monitoring partner accomplishments.

- Northern and Eastern European award for outstanding results in FY2011
- FY2012 closed with the best regional achievement (150+%)

**Sony Professional Solutions (2007 – 2009)** global technology company, 5bn\$ revenue

**Country Manager** – Leading PSE business unit in Hungary and Slovenia. Running both direct sales and partner business. Overall P&L accountability (revenue, profit, costs, NPBT). Improving sales, marketing, order processing and service activities. Preparing and presenting business plans and reports. Selecting, assessing and motivating team members. Driving CRM launch (Salesforce.com).

- Significant revenue growth in Hungary, achieving 25% increase in FY2008, 16% growth in gross profit percentage via stimulating sales activities and monitoring deals' profitability
- Expanding business activities, enhancing operational efficiency resulting in 40+% growth in certain business areas via implementing changes in resources

**Microsoft (2001 – 2007)** global IT company, 114000 employees, 85bn\$ revenue

**Partner Manager of Enterprise and Partner Group** – Growing business relationships with top partners and resellers for expanding the market of Microsoft's software solutions. Executive level contact with leading IT companies. Set up, communicate and monitor business targets. Creating and running sales campaigns.

- Annual partner revenue growth of 15% on average during the last 5 years
- Annual strategic contracts with average revenue growth of 20% during the last 5 years
- Continuously increasing partner satisfaction indexes
- Top performer partners' Microsoft revenue growths are 113% and 69% from FY2005 to FY2006
- Continuously outstanding partner management – Microsoft Corporation CPC Award, 2005
- Team reward for significant business activity – Microsoft Corporation CSI Award, 2005

**Xerox (1992 – 1996, 1998 – 2000)** document solutions company, 37000 employees, 11bn\$

**Marketing Manager** – Driving Xerox Hungary marketing activities and marketing team with the credibility of a solid sales background. Launching new products, setting up and running successful sales and marketing projects/campaigns, organizing customer events, coordinating media activities. Customer satisfaction management, business planning.

**Business Sales Manager of Production Systems Group** – Running Xerox's strategic area, leading a team of sales specialists to acquire new customers

**Business Development Manager** – Opening new activities for Xerox in the top account segment, managing special projects in Czech and Hungary. Launching new sales activities in the Czech printing industry. Redirecting unproductive projects to profitable business track.

**Systems and Specialist Sales Team Leader** – High revenue business activities in key account sales. Introducing one of Xerox' most profitable product segment, leading a team of sales specialists.

- 148% in USD quota attainment in first year in sales, 212% increase in sales from 1993 to 1994
- East European case study award, 1994; Crown Challenge sales award – Xerox Corporation, 1995
- Highlighted in the 1995 Annual Report of Xerox Corporation

#### **Other achievements**

**Products, sales, business relationships** – New business initiatives, product definition and marketing based on Abesse's business activities. Boosting Microsoft partner relationships.

**Startup** – Launching Just in Time Traffic Information mobile application. Successful marketing campaigns covering social media and community activities, events, partnering and investor relations.

**Business development/consultancy** – Building up new customer base, coordinating partners and technical resources of EMC. Presenting the business value of the EMC infrastructure on CXO level.

**Sales Manager of Citroën division** – Managed a team of 12 sales and back-office personnel, introduced new sales and operational routines/standards. Achieving the top dealership title, boosting corporate fleet sales activity in a short period of time.