



# BÉLA KAKUK

CEO | BPiON Services Ltd

## *A few words about me...*

I am a Hungarian citizen living in Poland, having 2 children (4 and 7) and married to a Polish wife. (We usually dispute in English to be fair...) My HQ is in south Poland close to the Ukrainian border but travelling to Warsaw / Budapest / Bucharest offices are part of my monthly routine.

My childhood was all about sports. I was a professional swimmer and modern pentathlete (swimming / running / horseback riding / fencing / shooting) until the age of 21, which required average 4-5 hours of focused trainings 6 days a week. I am sure that my level of energy and enthusiasm was born during this time. Nowadays I found long-distance half-ironman triathlon as a hobby to keep my energy level balanced and fighting for my slot for the world championship.



**Being CEO provides me the luxury of doing my personal brainstorming during daily trainings – love that.**

I studied economics at the Budapest University of Economics. Believing in life-long learning I further completed ACCA and EMBA studies at the London campus of HULT International Business School, which gave me the opportunity to study in Dubai, Shanghai and NY, too. Proud to be a honourable professor of accounting at the Budapest University of Economics I try to boost further corporate relations with the new generation.

Interesting fact about me: I never drank any coffee in my life - even if I admire the habit.

## **Can you present your company BPiON Services Ltd?**

We have founded BPiON Group in November 2017 and started the full-speed business in Summer 2018. BPiON is a CEE focused financial outsourcing firm providing accounting/payroll/HR/tax advisory/corporate secretarial and digital transformation services. Via an exclusive network of reliable partners all over Europe we are happy to engage projects in other jurisdictions where our offices are located (Budapest-Hungary/Warsaw-Poland/Bucharest-Romania) as well.

Just after 4 years of operations, BPiON has reached the size of 130 employees and EUR 5 M annual revenue. Our services proved to be crisis-proof, therefore we believe that we can keep the 20%+ revenue growth further.

BPiON just opened its Czech and Slovakian branches, and we have many other interesting growth plans.

I always believed in share type motivations, therefore BPiON is a management owned company, while me and 2 other founding partners owns 2/3 of the company.

BPiON focuses on only international clients (local branches of international groups), who require more value-added services, such as management reporting, process optimization. We try to be more technology driven and are happy to engage complex projects, such as complete localization of global ERPs in the region. We classify ourselves as a consulting type outsourcing firm, since 1/3 of our revenue is of non-recurring advisory nature comparing to a less than 10% industrial average.



Clients' activities are from various fields, but we have many from real-estate sector and IT. Nowadays we are very busy with managing the localization of Ukrainian entities to Poland including legal and immigration tasks, too.

One of the biggest strengths of BPiON are the people of course and we are proud of having less than 10% attrition rate comparing to the 30-40% industrial average.

***Can you share a success story or a failure that has helped you move forward?***

My bigger failures usually happen when I enjoy the successes too much and forget to care about people on a daily basis. When no challenges arise, that does not mean that everything is going into the right decision, you have to create an atmosphere where people feel comfortable to share their fears and joys.

The first 5 years of BPiON were about creating a regional company. I have joined CEO-CF in order to learn about real growth and business management on the global landscape and spend valuable time with other international business professionals.

**To know more about Béla & BPiON Services**

-  Visit BPiON's website here
-  Connect with Béla on LinkedIn
-  Follow BPiON on LinkedIn

