



**ASSOCIATION
FOR WOMEN'S
CAREER DEVELOPMENT
IN HUNGARY**

**Raising the Volume on Silent Voices:
Research / Violence / Older Women / Career
Together for a Better World for All Generations
A Joint Parallel Event
of the International Network for the Prevention of Elder Abuse (INPEA)
and the Association for Women's Career Development in Hungary (AWCDH)**

**Date: Wednesday, 11 March 2026, 4:30 pm–6:00 pm EDT/New York
Venue: Church Center for the United Nations (CCUN) 11th Floor
777 United Nations Plaza, New York, NY 10017, USA**

**PART TWO
“BRIDGING AGEING, WOMEN'S LEADERSHIP, AND INTERGENERATIONAL COOPERATION”**

LIST OF SPEAKERS



**Ms Andrea Ferenczi, President
Association for Women's Career Development in Hungary (AWCDH)**
Email: ferenczi@womenscareer.org

Andrea Ferenczi has over 30 years of professional experience in advancing women's participation in the labour market and leadership, with a strong focus on work-life balance, lifelong learning, and intergenerational cooperation.

She is the Founding President of the Association for Women's Career Development in Hungary (AWCDH), established in 2003. Since 2009, AWCDH has held UN ECOSOC consultative status and actively contributes to international policy dialogue, connecting governmental, business, academic, and civil sectors in Hungary and internationally.

She initiated flagship programmes such as "Women's Career for a Lifetime - Generations Hand in Hand" and the "Best Workplace for Women Survey and Award," promoting inclusive, multigenerational workplaces. Through cooperation with the Hungarian UN Youth Delegate Programme, AWCDH integrates the knowledge and experience of five generations.

She has led EU and Visegrad Fund projects and organised over 60 international conferences, including at UN CSW sessions. Her research focuses on women's careers, diversity and inclusion, multigenerational workforce strategies, and digital workplaces. She is currently a Management Committee member in four COST Actions (LEVERAGE, PAAR-net, DIGI-net).

She is also the Founder and Managing Director of PRenergia Ltd., providing strategic PR, HR, and organisational development services. She speaks Hungarian, English, and German.



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**Ms Kitti Dobi, Chief Human Resources Officer – CHRO
MBH Bank Nyrt.**

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Graduated from the Budapest University of Economics and Business Administration with a degree in Corporate Finance and a distinction.

She started her career in 2003 as a regional manager, responsible for various HR processes at Procter & Gamble. She gained international experience in HR management through further training in human resources and management in Geneva, Switzerland and Cincinnati, USA.

From 2008 to 2010, she managed the development of Vodafone's international operations centre, and then continued as Head of HR Processes. She obtained her OPP international MBTI coach qualification in Oxford and continued her work as a lecturer and HR management module leader at the International Business School.

From 2010 to 2014, as HR Director for the European and African Service Centres of BP's Global Services organisation (a subsidiary of British Petrol), she led the development of the company's international HR service units in Europe and Asia.

Between 2014 and 2016, she was Head of HR Service Management, Account Management and Client Management in Eastern Europe at Alexander Mann Solutions.

From 2016 she was Managing Director for Human Resources at MKB Bank Plc. and MKB Financial Group, and from 2021 Chief Human Resources Officer at Magyar Bankholding Zrt.

During this time, she applied for and completed the Senior HR Executive Training at Harvard Business School and obtained a qualification in HR Executive Education at the Michigan Ross School of Business.

Since May 2023, she has been Chief Human Resources Officer at MBH Bank.



**Ms Kata Adonicsné Püski
Director General for Strategic Organizational Development
at Semmelweis University**

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Kata Adonics graduated from the Corvinus University of Budapest with a degree in economics and a specialisation in international relations. She later graduated from Semmelweis University as a health care manager (MSc).

She has been working at Semmelweis University since 2004. Her most important achievements include the timely implementation of the ERP modules of the SAP ERP system, the successful management of institutional budget for many years, the development of the protocol and reporting system of Semmelweis University's business companies, and, as Rector's Commissioner, the development and implementation of the performance-based education revenue allocation system.

She is the founder of the Family Friendly University Programme, which aims to ensure employee well-being. Since 2024, she has held the position of Director General for Strategic Organisational Development.

Her mission is to provide a solid foundation for both the strategic development and the day-to-day operations of the University through human-resources-related data and analysis. At the center of her work are the members of the university community. She places strong emphasis on competency development, supporting employee well-being, and strengthening staff engagement. Through these efforts, she supports individual career pathways as well as the overall performance of the University. Her organizational unit serves as a bridge between the numbers, data, and employees, making it easier in the everyday life to achieve common goals.



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Under her leadership, Semmelweis University has received numerous awards recognizing its strong employer brand and people-centered organizational culture. These awards have recognized the University's family-friendly and responsible employment practices, its commitment to employee well-being and promotion of health promotion, and its efforts to create an inclusive and supportive workplace environment. The acknowledgments have also affirmed the University's innovative HR and digital well-being solutions, its promotion of intergenerational cooperation, its advancement of gender equality, and its dedication to building a values-based community.

As a female leader, given the historical traditions of the University, the high proportion of female employees and the social responsibility aspects, it is important for her to promote equal opportunities for women and a proportionate female leadership.



Ms Kincső Kovács

Youth Advisor at AWCDH, Law Student of Eötvös Loránd University, Youth Expert of the United Nations Youth Delegate Program of Hungary (2024–2025), Ludovika Collegium Scholar

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Kincső Kovács is a law student at Eötvös Loránd University and a scholar of the Ludovika Collegium public administration talent programme. She serves as Youth Advisor and Young Experts Team Leader at the Association for Women's Career

Development in Hungary (AWCDH), an organisation in consultative status with ECOSOC, where she actively promotes intergenerational cooperation and youth participation in public policy discussions.

Since 2024 she has contributed to the Association's national and international conferences, including the conference "Women, Families, Careers – Focus on the Mental Health of Young Girls and Women, the Experiences of CSW69 and the Hungarian UN Youth Delegate Program," organised on 10 July 2025, and co-organising the conference "Sustainability and Well-being in the European Labour Market – Women, Family, Career Balance and Mental Health in Focus," held on 5 December 2025 in Budapest, where she also organised and moderated the panel discussion "Youth Volunteering for the Sustainable Development Goals – Links between Labour Market Opportunities and Well-being."

Earlier in her career, she was an intern at the United Nations Association of Hungary, the national member of World Federation of United Nations Associations, where she worked with Ambassador Katalin Bogyay to promote United Nations values, multilateral cooperation, and the integration of Hungarian civil society into the UN system.

In 2024–2025 she served as a Youth Expert of the Hungarian UN Youth Delegate Programme, advocating for mental health awareness, sustainability and digital literacy, and preparing policy speeches for decision-makers.

She also gained leadership experience within the AFS Hungary Intercultural Programs Foundation student exchange programs, where she led the Budapest district, managed recruitment campaigns and facilitated intercultural workshops.

Kincső Kovács is a recipient of several scholarships, and her academic research focuses on the United Nations and peacebuilding. She brings strong cross-cultural competence to her professional work, strengthened by an international exchange year in Italy, and is committed to building bridges between young people and high-level decision-makers in diplomacy and international cooperation.

**Further Information: Ms Andrea Ferenczi President, Association for Women's Career Development in Hungary <http://www.womenscareer.org/>
Email: ferenczi@womenscareer.org**