



Prof. Suvad Isaković, PhD

📍 Dr. Mehmeda Spahe, lamela 1/II, 72000 Zenica (Bosnia and Herzegovina)

📞 00387 61 132 634 📠 00387 32 441 200

✉️ suvad@itc.ba suvad.isakovic@unze.ba

🌐 suvad.isakovic.ba

📅 **Date of birth** 24 Feb 1967 | **Nationality** Bosnian-Herzegovinian

-
- 2015–Present **CEO**
ITC Zenica Ltd., Zenica
- 2015–Present **Teacher (20/100)**
The University of Zenica, Faculty of Polytechnic, Zenica
Scientific field: management and organization
Teaching and research position: Professor
- 2014–2015 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Contracted for courses in strategic management and entrepreneurial management
- 2013–2014 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Contracted for a strategic management course
- 2013–2014 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Contracted for company planning course
- 2012–2013 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Contracted for a corporate management course
- 2011–2012 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Contracted for a strategic management course
- 2007–2011 **External Associate**
The University of Zenica, Faculty of Economics, Zenica
Senior Assistant for a management course
- 1991–1994 **Director**
VEL-BOH Ltd., Zenica
- 1989–1991 **Occupational health and safety jobs**
Željezara Zenica Jsc., Zenica
- 1984–1989 **Maintenance jobs**
Vatrostalna Jsc., Zenica
Željezara Zenica Jsc., Zenica

EDUCATION

- 2010 **Ph.D. in Economic Sciences**
University of Zenica, Faculty of Economics in Zenica
Management and organization
- 2006 **M.A. in Economic Sciences**
University of Sarajevo, Faculty of Economics in Sarajevo
Marketing
- 2003 **Graduated Occupational Safety Engineer**
University of Niš, Faculty of Occupational Safety in Niš
Occupational Safety
- 1989 **Occupational Safety**
Higher Education Technical School of Professional Studies in Novi Sad, Zenica dpt
- 1984 **Secondary education**
Zenica Secondary School for Civil Engineering

PERSONAL SKILLS

Mother tongue(s) Bosnian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	B2	B2	B2	B1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
Common European Framework of Reference for Languages

 Publications **Books:**

- Isaković, S.**, *Basics of organization and economics*, Institute for Economic Engineering Zenica, ISBN 978-9958-886-23-2, 2021.
- Jašarević, S., Brdarević, S., **Isaković, S.**, *PRODUCTION MANAGEMENT*, University of Zenica, Faculty of Polytechnic, ISBN 978-9926-452-18-6, 2020.
- Jašarević, S., **Isaković, S.**, Softić, A., *QUALITY MANAGEMENT - principles and philosophies of the most influential quality gurus*, University of Zenica, Faculty of Polytechnic, ISBN 978-9926-452-22-3, 2020.
- Isaković, S.**, *Management of Small and Medium Enterprises*, University of Zenica, Faculty of Economy, Zenica, ISBN 978-9958-639-67-8, 2015.

Projects:

- Isaković, S.**, Brkić, A., Imamović, N., Kulović, Dž., Muratović – Dedić, A., Mekić, E., Dedić – Grabus, I., Mahmić, N., Klaušić, A., RESEARCH OF THE POTENTIAL EDUCATION ENTRIES AND MARKET POSSIBILITIES OF EMPLOYMENT OF GRADUATES OF THE UNIVERSITY OF ZENICA, Ordered by the Ministry of Education, Science, Culture and Sports of the Zenica – Dobož Canton, 2021.
- Isaković, S.**, Haug, M., Martensen, E., Lindscheid, C., Gerads, M., Hodžić, D., Čamdžić, A., *The study of management costs, through optimization of mill lines of Unit 5, 6 and 7 by the Customer*, JP Elektroprivreda BiH Sarajevo, B&H, Kakanj Thermal Power Plant, Kakanj, July 21, 2015., 211 pages.
- Umihanić, B., Mujanović Babović, M., **Isaković, S.**, Tulumović, R., Omerović, M., Markuš, R., Simić, S., Čokić Džinić, M., Baručoć, A., Singer, S., Šarlija, N., Pfeifer, S., Oberman Peterka, S., *Regional cooperation for creation of the common platform for coordination of entrepreneurship development policies with a highlight on resolving youth unemployment issues*, Bosnia- Herzegovina/Croatia, 2015., 35 pages.

4. Umihanić, B., Simić, S., **Isaković, S.**, *Narrative report on the implementation of the task Creation of Methodology for creation of the Database of Obstacles and Solutions for SMEs Development and the Database*. The Project is financed by the European Union, 2015., Pages 83.
5. Prčanović, H., Beganović, S., Jarović – Bajramović, N., Dervišević, D., Karić, S., Babić, V., Halilović, M., Bašić, K., Sinanović, M., Muratović, N., **Isaković, S.**, Tais, P., Fejzić, N., *Investigation of the causes of instability in the operation of Unit 7 at the Kakanj Thermal Power Plant*, financed by *Kakanj Thermal Power Plant*, Kakanj, 9 March 2015, 69 pages.
6. **Isaković S.**, Isaković A., Hadžalić M., Prčanović H., Duraković M., Hanjalić K., Smajević I., *Study of the Unit 6 Boiler Plant Condition with Record and the Proposal to Improve Combustion for the Needs of the "Kakanj" Thermal Power Plant Kakanj*, No. 01-02-6790/21, Zenica, April 2021. – January 2022.

Scientific and professional papers:

1. **Isaković, S.**, *Methodological Framework for Calculating the Sliding Scale, Harmonized with the Law on Public Procurement Of Bosnia And Herzegovina*, 13th Research/Expert Conference with International Participations „QUALITY 2023“, Neum, B&H, June 19 - 21, 2023, pp. 213 – 226.
2. **Isaković S.**, Brkić A., Kulović Dž., *The Role and Significance of The Quality of Provided Services on Stakeholders' Perception of The University of Zenica*, Annals of The Faculty of Law of the University of Zenica, No. 27, Year 14, Zenica 2021, pp. 37-57.
3. Čengić S., **Isaković S.**, Alihodžić A., *The Role of Management in the Privatization Process of Road Transport Companies in Bosnia and Herzegovina*, IX International Scientific-Professional Conference, Business Development 2021, State and Perspectives of Digital Transformation of Business in the Western Balkan Countries, Proceedings, Zenica, December 2021, pp. 464-476.
4. Isaković, K., **Isaković, S.**, Isaković, A., *The effect of emotional value on the value of family business*, 12th Research/Expert Conference with International Participations „QUALITY 2021“, Neum, B&H, June 17-19, 2021, pp. 257 – 265.
5. **Isaković, S.**, Kulovic, Dz., Mekić, E., *The Role and Significance of Graduates' Preferences When Making a Decision on the Choice of Faculty*, 12th Research/Expert Conference with International Participations „QUALITY 2021“, Neum, B&H, June 17-19, 2021, pp. 367 – 375.
6. **Isaković, S.**, M. Dedic, A., Kulović, Dž., *The Effect of Basic Characteristics of Secondary School Graduates on the Choice of the University of Zenica*, 12th Research/Expert Conference with International Participations „QUALITY 2021“, Neum, B&H, June 17-19, 2021, pp. 377 – 384.
7. Babić, E., Jašarević, S., **Isaković, S.**, *Quality Management of Procurement Processes in Projects According to ISO 10006:2017 Guidelines*, 12th Research/Expert Conference with International Participations „QUALITY 2021“, Neum, B&H, June 17-19, 2021, pp. 429 – 434.
8. **Isaković, S.**, Isaković, A., *ISO 9001 Quality Management System in Function of New Product Development*, 12th Research/Expert Conference with International Participations „QUALITY 2021“, Neum, B&H, June 17-19, 2021, pp. 443 – 452.
9. **Isaković, S.**, Isaković, A., Isaković K., *The Effect of Materialistic and Nonmaterialistic Motivational Factors to Employees' Commitment to Work*, Vol 13 No 2 (2021.): BH Economic Forum, Published 2021-04-22, pp. 97 – 112.
10. **Isaković, S.**, Brkić, A., Kulović, Dž., *The Role and the Importance of Competencies for the Employability of University Graduates*, Vol 13 No 2 (2021.): BH Economic Forum, Published 2021-04-22, pp. 167 – 185.
11. **Isaković, S.**, Isaković, A., *Perspectives and Business Growth Models*, 11th Research/Expert Conference with International Participations „QUALITY 2019“, Neum, B&H, June 14-16, 2019 pp. 465 – 470.
12. **Isaković, S.**, Čizmić, E., *Motivation as a key factor in the development of employee loyalty to the organization*, 8th International Professional and Scientific Conference Business Development 2018. pp. 97 – 104.
13. **Isaković, S.**, Pašić., F., *Business zones used to encourage the development of micro, small and medium enterprises with an applicable example of Business Zone „Zenica 1“*, 10th Research/Expert Conference with International Participations „QUALITY 2017“, Neum, B&H, May 17-20, 2017 pp. 205 – 210.

14. **Isaković, S.**, Salčin, A., *Role and importance of equity holder in the business result of public utility companies*, 10th Research/Expert Conference with International Participations „QUALITY 2017“, Neum, B&H, May 17-20, 2017. pp. 211 – 219.
15. **Isaković, S.**, Husaković, D., *The impact of barriers in the application of the quality management system on the company productivity*, 4th International Scientific Conference "Economy of Integration" (ICEI 2015) - "Challenges of Economy in the Environment under Crisis", Tuzla, December 3-5, 2015, ISSN 2233 – 0445, pp. 69 - 70.
16. **Isaković, S.**, Husaković, D., *Quality and Innovations in Function of Building Competitive Advantage of Small and Medium Enterprises*, 7th International Research-Expert Conference, Business Development 2015, Economic Policy and Small & Medium Enterprises, Proceedings, Zenica, 13 November 2015, pp. 17-33
17. Glisović, S., Janković, Ž., **Isaković, S.**, Petković, A., *Life cycle approach – a new opportunity for regional manufacturers to deal with environmental issues*, The 5th International Conference on Environmental and Material Flow Management, „EMFM 2015“, Zenica, B&H, November 05-07, 2015, ISBN 978 – 9958 – 617 – 46 -1, pp. 104 – 110.
18. **Isaković, S.**, *Controlling and Control as a Function of Labour Expenditure Management in Construction Companies*, 9th Research/Expert Conference with International Participations „QUALITY 2015“, Neum, B&H, June 10-13, 2015, ISSN 1512 – 9268, pp. 63 – 71.
19. **Isaković, S.**, *Affect of Employees' Activities on Flexibility and Company's Controlling*, Management Studies, May 2014., Vol.2, No. 5, ISSN 2328 – 2185, pp. 285 – 298.
20. **Isaković, S.**, Begagić, I. *Development of Competitiveness of Enterprises Based on a Profit-oriented Pricing*, BH Economic Forum, Zenica, 2014, ISSN 1986 – 681X, pp. 91 – 109.
21. Umihanić, B., **Isaković, S.**, Omerović, M., *Innovations and Entrepreneurial Activity of the Countries of the Western Balkans During the Recession Observed Through the Prism of GEM Indicators*, Treća međunarodna konferencija "Križa i inovacije kroz prizmu preduzetništva", Ekonomski fakultet Podgorica, 2013, ISBN 978-86-80133-69-0 (CD), pp. 44 - 52.
22. Begagić, I., **Isaković, S.**, *Building Customers Loyalty Through Pricing Policies*, 8th Research/Expert Conference with International Participations „QUALITY 2013“, Neum, June 06 – 08, 2013, ISSN 1512 – 9268, pp. 129 - 134.
23. Umihanić, B., Zečić, Dž., **Isaković, S.**, *With Development of Entrepreneurial Competencies to New Jobs in Bosnia and Herzegovina and Montenegro*, Zapošljavanje kroz prizmu preduzetništva, Podgorica 2013., ISBN 978 – 86 – 80133 – 63 – 8, pp. 50 – 61.
24. **Isaković, S.**, *The Role and Importance of Cross-Functional Relationships Within Companies With Divisional Organizational Structure*, Treća internacionalna naučna konferencija "Ekonomija integracija" Znanjem od recesije ka prosperitetu, Tuzla, December 6 – 7, 2013, ISSN 2233 – 0445, pp. 695 – 709.
25. **Isaković, S.**, Kulović, Dž., *Analysis of Interaction Between Organizational Structure and Responsibility Centres in Divisional Organization*, Zbornik radova BDC 2013“, Zenica, 8 November 2013, ISSN 1840 – 4006, pp. 139 – 150.
26. Umihanić, B., **Isaković, S.**, *Condition and Perspectives of Strategic Planning of Small Business Development in the Federation of Bosnia and Herzegovina*, Konferencija razvoja poslovanja 2012: Zbornik radova, Zenica, November 9, 2012, ISSN 1840 – 4006, pp. 7 – 30.
27. **Isaković, S.**, Crnković, K., Kulović, Dž., *Identification of Manager Competence Factors and Manners of Their Development*, BH Economic forum, Zenica, spring – summer 2012, ISSN 1986 – 681X, pp. 161 – 173.
28. **Isaković, S.**, *Značaj kompetencija menadžera na životni ciklus malih i srednjih preduzeća*, Conference, Business development 2011, Proceedings, Zenica, November 12, 2011, ISSN 1840 – 4006, pp. 323 – 330.
29. **Isaković, S.**, *Importance and role of interconnection of growth and development indicators of small and medium enterprises*, 15th INTERNATIONAL RESEARCH/EXPERT CONFERENCE, TMT 2011, Prague, September 12-18, 2011, ISSN 1840 – 4006, pp. 1037 - 1041.
30. **Isaković, S.**, *Applied strategies and models of growth of small and medium enterprises*, 7th Research/Expert Conference with International Participations „QUALITY 2011“, Neum, June 1 – 4, 2011, ISSN 1512 – 9268, pp. 261 – 266.
31. **Isaković, S.**, Umihanić, B., Brdarević, S., *Establishing a Balance of Flexibility and Controllability of Business*

Activities in Response to Changes in The Company's Environment, Business Development Conference 2010., Proceedings, November 2010., Zenica, ISSN 1840 – 4006, pp. 299-308.

32. Umihanić, B., **Isaković, S.**, Simić, S., Arifović, M., *Evaluation of the framework of entrepreneurial conditions for the development of entrepreneurship in B&H during the recession period*, Business Development Conference 2010, Proceedings, November 2010, Zenica, ISSN 1840 – 4006, pp. 463-473.
33. **Isaković, S.**, *Managers leadership style of growing manufacturing small and medium enterprises in the Federation of Bosnia and Herzegovina*, BH Economic forum, autumn – winter 2010., ISSN 1986 – 681X, pp. 9 – 21.
34. **Isaković, S.**, Umihanić, B., *Managers competence as a Factor of SME Growth*, Trends in the Development of Machinery and Associated Technology, TMT 2010: 14th International Research/Expert Conference, 11-18 September 2010, Mediterranean Cruise: Year 14, No. 1: Proceedings, ISSN 1840 – 4944, pp. 709 - 712.
35. Franjić, A., **Isaković, S.**, *Development of marketing relations to increase the profitability of the insurance market*, BDC 2009, Zenica, November 13 – 14, 2009, ISSN 1840 – 4006, pp. 141 – 147.
36. **Isaković, S.**, Umihanić, B., Franjić, A., *Modification of theoretical models of new product development and their application in the practice of Bosnian enterprises: the example of TMD AI Gradačac*, Business Development Conference 2009. Zenica, November 13 – 14, 2009, Year 2, Vol. 1, CIP 387.6: 005.6: 006.322, ISSN 1840 – 4006, pp.112-126.
37. **Isaković, S.**, Omanović, H., *Managerial styles of leading agricultural cooperatives in F/B&H*, Proceedings of the 5th Symposium on Agriculture, Veterinary Medicine, Forestry and Biotechnology entitled "Strategy for the development of domestic production", Travnik – Vlašić, October 2007.
38. Omanović, H., **Isaković, S.**, *Milk quality – a key element in building value for the customer*, Proceedings of the 5th Symposium on Agriculture, Veterinary Medicine, Forestry and Biotechnology entitled "Strategy for the development of domestic production", Travnik – Vlašić, October 2007.
39. Selimović, S., **Isaković, S.**, Pašalić, D., *The role and importance of education and training of farmers on milk quality and hygiene*, Proceedings of the 5th Symposium on Agriculture, Veterinary Medicine, Forestry and Biotechnology entitled "Strategy for the development of domestic production", Travnik – Vlašić, October 2007.
40. **Isaković, S.**, Selimović, S., Begović, F., *The image of VAT among farmers and its impact on spring sowing in 2006*, Proceedings of the 20th Scientific-Expert Meeting of Agriculture and Food Industry, Neum, July 2006.
41. Selimović, S., **Isaković, S.**, *Marketing aspects of linking subcontractors and cooperatives to the market*, Proceedings of the 20th Scientific-Expert Meeting of Agriculture and Food Industry, Neum, July 2006.
42. **Isaković, S.**, Škaljić, S., Smailović, E., *New Product Development from the perspective of a furnace for Greenhouse heating*. Proceedings of the 19th Scientific-Professional Meeting of Agriculture and Food Industry, Neum, September 2005.
43. Škaljić, S., **Isaković, S.**, *Research of the criteria that influence the consumer when buying a tractor*, Proceedings of the 19th Scientific-Professional Meeting of Agriculture and Food Industry, Neum, September 2005.
44. **Isaković, S.**, Karić, L., Vukašinović, S., *The role and importance of covers on protected facilities for vegetable production*, Proceedings of the 19th Scientific-Professional Meeting of Agriculture and Food Industry, Neum, September 2005.

Fields of interest Management, strategic management, management of small and medium enterprises, human resources management, public procurement of goods, works, and services in Bosnia and Herzegovina, project management, and business planning.