

Sid
Jacobson

Expanding Innovation
& Creativity

Activate
Change

Successful change for
a successful company

The Magic
of Training

The special night
for HR

Romanian
HR Profile
2008

Find out what changed
from the latest edition!



3 days, 4 conferences,
24 workshops,
64 speakers
more than 70 themes



Training 08

October 7,8,9

J W Marriott Bucharest

The Magic of Training through experiential learning



The special night for HR

How can we celebrate 5 years of Business-Edu but through an amazing experience offered to our participants? 120 persons will be selected among the Training 08 participants. The lucky ones will participate to an extraordinary seminar: The Magic of Training through Experiential Learning with Paul Houle - Canada and Radu Stănescu.

A dynamic and energizing evening will bring you an unique perspective on the way a team can mobilize to achieve powerful results.

This event will change the way you understand the interaction in organisation and is the way we choosed to celebrate 5 years of Business-Edu. This is the expression of what we think that learning could become in organisation.

The event is organised with the support of Univers

Management Consulting and Boom. The participants will be choosen by a special drawing from the Training 08 participants. The drawing will be held on Septebrer 14th and will include all the persons who registered to participate at Training 08 conference.

the winers will be notified by email and phone on September 15. The invitations will be either sent by mail, either distributed together with the conference badge when attending the event.

training.business-edu.ro

Adina Elena Nica
Centrul de Mediere Craiova



Elena Adina Nica is a counselor within the Mediation Council in Romania and manager of the Promotion and Publications Department within the Craiova Mediation Center Association. She is a trainer, an evaluator and an examiner that was authorized according to the mediation law. She has a five years experience as a mediator in civil, commercial and penal cases that were referred by courts and a four years experience as trainer of mediators. In her attribute as a member of the first Mediation Council in Romania, she took part, along with her colleagues, in issuing the regulation standards of the mediator's profession, and thus laying its foundation in Romania.



Adrian Florea
Trend Consult



Adrian is the founder of Trend Consult. With a 14 year experience in sales and 10 years in developing and delivering learning programmes, Adrian is one of the pioneers of training in Romania. Leader of the only Romanian company licensed by Huthwaite International (UK), Skill4 (UK) and Eagle's Flight (Canada), Adrian himself is licenced to deliver the SPIN® Selling Skills program and Eagle's Flight's experiential learning programs.

Adriana Boscănici
Trainart



With an experience of over 7 years in adult training, Adriana Boscănici has organized and carried out important projects with impact on behavioral and organizational change within the companies she has collaborated with. Being part of the training team of important companies active in the training and human resources consulting field, Adriana has organized and delivered numerous training sessions on various topics pertaining to sales, personal development and team building. She gained her experience as a presenter during many projects held for groups over 200 people from various multinational companies, with which she has collaborated. She is currently Managing Partner of TRAINART – a company specialized in delivering soft skills training sessions.



Alberto Gomez
Caro Trainer

Alberto Gomez is an experienced consultant, coach and trainer in Strategic Management, Marketing, Sales and Innovation. As international consultant his field is competitiveness for SME, entrepreneurship and private sector development. He has worked in leading multinational companies for 13 years, such as Gillette, Kraft Foods or Phillip Morris where he held senior sales and marketing positions and became the marketing director for Spain and Portugal. He is a Fellow of the Chartered Institute of Marketing in the UK. He lectures in some Universities in the Europe's Balkan Region and trains hundreds of people all over the world in growing human resources.

Alecsandra Lițu
ROI Institute



Alecsandra is the Business Development Manager ROI Institute Romania offering advice for the application of the ROI methodology for the Romanian market companies. Her ROI Institute certification is in the last stage and is being enforced through an intense exposure to Human Resources activities, training and organizational development. ROI Institute has engaged Alecsandra through the vision that she has over the Human Resources department as a strategical partner for organizational development. Alecsandra's Human Resources experience comes from her Consultant Training activities in banking and from her volunteer initiatives in the biggest students organization from Europe, having the attribute of Human Resources Coordinator.



Alis Lupu
Achieve Global

Alis joined Achieve Global in 2006 and she is a specialized trainer in customer service and leadership. Alis has gained a 3-year experience in management and training in an European Embassy at Bucharest and in a prestigious FMCG multinational company. Besides the training activities applied for adults' development, Alis has created her own business in the domain of public alimentionation. Alis has graduated the Political Sciences, Bucharest University, taking improvement classes in European Study, in the same time, at Vienna University. Alis was placed on the 4th position (out of 100) in the most popular trainers list. (Business-Edu Awards).

Anamaria Fornade
Orange Romania



Ana Maria believes in the values that can be noticed at the company that she represents and she puts into practice principles that she proposes to others. Her favorite topic is called "blended learning" as a learning method because she explores every learning possibility that exist, from traditional learning to instruments that can be thought on-line. Her enthusiasm is catching. She likes to transform learning, developing and evolving in continuous processes-during her trainer career. The high standards that she targets are being requested from the people around her, this is the reason why she is always surrounded by people that are attracted by learning.



Anda Racșa
ABC Training Consulting

Anda Racșa – a team player for business management! • 14 years of managerial experience in the field of financial management • 6 years of experience as trainer and consultant for the general business management • 4 years of experience as entrepreneur and manager of ABC Training Consulting • The "ingredients" that underlie the development of long term partnerships: stimulation of opinion exchange on business experiences, availability for the understanding of the problems specific to each company and the identification of tailored solutions, expertise for the implementation of certain methods and tools of efficient business management • Training programs in the field of strategic, operational and financial management • Managerial consultancy services: management by objectives, management through budgeting • Business events speaker, author of specialized articles.

Andy Szekely As Training & Coaching



Andy Szekely is trainer, coach and author. He initiated in Romania, since 1999, first classes and conferences about NLP, Transactional Analysis and Active Thinking. In 2003 he published the book "NLP- the way to success", first book in Romania about the NLP's applications and in 2004 he edited several programmes for individual study that can be found on his website. Also, he is very present in media with articles about the applications of psychology in business.

Carmen Moiescu Intell Competitiv



Carmen is NLP trainer and coach at intellCompetitiv, president of Romanian Association "NLPRO", collaborator trainer in Romania of Kutschera Communication Institute, Austria. She has started development as coach in 2007 at Coaching Institut and deliver sessions of executive and life coaching. Since 2005, Carmen is trainer and moderator for the group of communication and interpersonal relationship, motivation and personal development. Since 2003 she took part into various programs focused on NLP and Espere method of communication. Now, she sustains seminars and workshops with a strong impact on the participants having as a major objective the harmonization of the way of thinking with the way of we feel and act.

Christian Pauls Trend Consult



As a consultant with the Trend Consult Group, Christian is involved in training and consultancy projects as well as training development and research. Since October 2007 he is licensed by the Canadian company Eagle's Flight for experiential learning programs. Christian graduated in Germany at Duisburg-Essen University in Business Education and Vocational Education and Training. He also specializes in International Economic Relations and Information Management. Prior to Trend Consult Christian collaborated with the Institute of Business Education and Vocational Education and Training at Duisburg-Essen University. He also worked for the Department of Business Advise of Ericsson.

Cristian Radu Zig Ziglar



Cristian is one of the few trainers that were originally interested in engineering. His career in sales followed his experience as a designer, and has brought him great satisfactions: he sold books, refrigerators, vacuum-cleaners, stereos, cars and trucks. Step by step he headed towards the services market, by selling financing installment and leasing systems, and later training and consultancy services. For almost 6 years he has been holding trainings in sales, marketing, customer care, management and leadership. He thinks that the Ziglar philosophy is the most appropriate to what he has become in these past years: from a "hard" MBA graduate, to an extremely "soft" trainer, coach and psychotherapist.



Aurel Brudan EAB Group

Aurel Brudan este consultant in domeniul managementul performanței și Managing Director al companiei EAB Group, pe care a înființat-o în anul 2004. Stabilit în Australia, în paralel cu activitățile de consultanță, este doctorand în cadrul University of Melbourne, unde desfășoară activități de cercetare în management. În ultimii opt ani, Aurel Brudan a activat în domeniul precum dezvoltare de afaceri, management de proiect, management general și consultanță, specializându-se în managementul performanței organizaționale. În calitate de consultant a coordonat numeroase implementări de sisteme de management al performanței la nivel strategic și operațional folosind soluții precum Balanced Scorecard, Dashboarduri și Scorecard-uri funcționale. Printre clienții importanți se numără Australia Post, National Australian Bank, Administrația Federală Australiană și Administrația Statului Victoria.



Cătălin Chites Qipa Consulting

People development is the most important thing for me. The better you know yourself, the more chances you have to grow and evolve. I started to understand the importance of individual development instead of team development, that of the employee versus company when I started to develop myself as an individual. The confirmations came on several ways: - firstly after the classical trainings that I have delivered (sales, management, presentation, communication) when the participants wanted more, personal development being the answer to their needs; - secondly, when I start helping other begin their road to individual development – I am referring to students or collaborators. The road is not an easy one, but is the only one that helps you grow: to know yourself better, to find out what you like and to do that. The performance in all that you do will come more easily – sometimes you feel it comes natural, with no effort.



Christian Scholtes Hermes Advisers

Christian has more than seven years of experience in HR consultancy and management, mostly acquired within Big5/4 companies. His main areas of expertise cover Training design and delivery, Change Management programs deployment and Performance Management infrastructure design and implementation; main client industries are Oil & Gas, Banking & Insurance and Retail. Furthermore, he gained regional exposure, being key-member in projects delivered in Central and South-East Europe. Christian is a frequent guest-speaker at various HR related forums and conferences and a contributor to the business media. He also delivers pro bono workshops and training sessions to NGOs and students' associations.



Cristina Manole Exceed

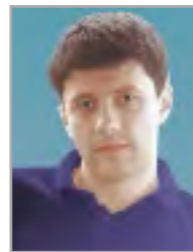
Cristina has more than 8 years of experience as a psychotherapist and more than 5 years as a trainer. She was voted in Top 3 "Best romanian trainers" made by Business-Edu online magazine. People who voted were trainers, participants, members of HR departments from more than 400 companies.

Bogdan Șerbănescu BCR



- Licensed in philosophy and foreign languages, master in psychology (conflict mediation) doctor ship in education sciences. • NLP Practitioner • In the final stage of international certification in Organizational-Transactional Analysis. • IDTA (Institute for Developmental Transactional Analysis) member - England. • EMCC (European Mentoring and Coaching Council) member – England. • ICF (International Coaching Federation) member– France.

Cătălin Zaharia Mind Master



Catalin has a rich experience in NLP area. He begun like organizer of the first NLP training programme in Romania in 2001 and then, in 2004, he run this programme like NLP trainer certified by the Society of NLP. He is NLP Professional Coach and NLP Professional Trainer accredited by Austrian Training Center of NLP since 2005. Catalin have a great experience of success in organizational dynamics trainings focused on personal and professional development

Ciprian Todoca Trend Consult



Since 2007, Ciprian is part of the Trend Consult Group as a trainer, consultant and Managing Partner of Lime Experience, the customer care specialist within the Group. His 8 years of working with Orange Romania, going from Client Relations to Customer Service Training Manager, have lead to a very clear overall vision of the Customer Service chain and processes. In the last four years, that vision has made him a specialist in developing and delivering complex learning programs throughout all Customer Service structures. Ciprian is Skill4 certified since 2008 and received Eagle's Flight certification to deliver experiential learning programs in 2007.

Daniel Bichiș Competent Consulting



Daniel Bichiș is the first Romanian certified as NLP Trainer (by Society of NLP in 2000), holds the most international certifications (IANLP, IN, ICI, IAC), and is the only one fully dedicated to business applications of NLP. Daniel is also the only Romanian internationally certified for measuring and developing emotional intelligence (by MHS-Canada and Insitute for Organizational Performance – USA). He is the co-ordinator of the first study on the impact of emotional intelligence on Romanian companies, IELM-2007. His unshakable belief in the unlimited potential existing in each and every client, as well as his ability of helping others to go beyond the rational and emotional barriers that keep them from getting their goals, are the secrets of his success.



Carmen Ilescu Mind Master

Working for the organizational and managers development, my experience of the last 7 years was build-up in the organizational field of 50-80's employees companies : in an environment where the top managers are also the stockholders, reproducing the large family model and almost everybody are well known with the others on the nick or the first name ! My expertise is adequate supporting these managing partners and the human resource of the company : to define strategic and operational goals, modeling strategies and offering professional guidance and facilitation for the desired change management, including personal and team coaching in the developmental processes. I am a de Bono Thinking Systems Certified Trainer for Six Thinking Hats and Six Value Medals tools, NLP Professional Practitioner Coach according EuCF, NLP Master Practitioner of NLP Society and ITC management consultant.



Catrinel Postema Interact

Catrinel Postema is Managing Partner at Interact and has a good experience as trainer within Interact Communication Department, specialized in solutions for efficient communication. As manager and trainer Catrinel has taught courses, enlarged the clients' portfolio and contributed to the development of courses and her team quality. As any specialist in communication Catrinel has gained remarkable qualities of building strong relations with clients, partners and colleagues. Catrinel actively involves in improving the internal and external communication channels and in the act of fully understanding the needs of each partners.



Clementina Anghelache Business-Edu

Clementina Anghelache is the initiator of the Business-Edu project, the place were can meet all those interested in improving their professional activity trough training and coaching. She has a large experience in advertising and sales, and she also is the founder of Public Share- Advertising and PR company- witch implements projects like Business-Edu, Coaching 08 or Training 07.



Decebal Leonard Marin Corporate Dynamics International



Decebal Leonard Marin, 40 years old, is Managing Partner at Corporate Dynamics International – training and organizational development company. Consultant and Senior Trainer, with 13 years of experience in international companies and entrepreneurship, he is a professional coach in course accredited by ICF, also. Decebal is a BA in Management – ASE Bucharest and MAHRM – Westminster University, tutor in CIPD/CPP HR Vocational program; accredited consultant of Behavioral Science System (Momentum CPI) and Crossknowledge (E-learning – Blended Learning), member of CIPD and HR Club Romania.

Diana Rosetka
Achieve Global



Business Unit Manager AchieveGlobal Romania, Diana joined AchieveGlobal team in 2004 as trainer, having the experience that she gained by training and managing a Romanian telecommunication company. After she embraced the challenge of selling services for AchieveGlobal, at present she is the Business Unit Manager for AchieveGlobal Romania, her main responsibility is to put into practice the sales strategy that the company has, through developing a sales team and a client portfolio. Diana considers that AchieveGlobal represents a great opportunity for personal development. This is the reason why she considers her approach to AchieveGlobal team to be a main achievement for her career, an opportunity to feel the challenge in training and consulting field.

Ioana Pielescu
Qipa Consulting



I am always my first student. I do believe in the power of self example – you cannot motivate people unless you talk to them out of your own experience. And the main role of a trainer is to motivate the students to apply and implement the learned notions/ techniques. Also, I believe that the thing you can do best is the one that you like to do, that fulfill you. For me training is a form of helping others: to work more efficiently, to have more success, to be comfortable with what you do and especially, in personal development (Professional Life Management) to discover the area that you like, that suits you and makes you working for pleasure.



Dorin Bodea
Result Development

I am a senior consultant and manager for Result Development. In the last 8 years I developed consultancy and training programs for management and sales. Among our partners are HP Romania, Franke Romania, Orange Romania, Humanitas, Publicis, BitDefender. They recommend us as being: "focused on results and excellent mentors in management and sales". My mission is to help people help themselves.



Ion Zegheanu
Corporate Dynamics International

Ion Zegheanu- trainer inside the company Corporate Dynamics International having a 4 year experience in assessing training needs, developing content and delivering courses in the following areas: Customer Service, Management skills, Interviewing Skills, Trainer of Trainers, Sales Techniques, Communication, Personal and Professional Development. Ion Zegheanu has experience in recruitment and selection for managerial and non-managerial positions, over 300 interviews evaluated, conceiving and delivering trainings using interview behavior techniques, for open courses and also inside multinational companies. Accredited in using the behavior analysis tool- "Predictiv Index". Accredited „Trainer of Trainers” by the National Council of Professional Adults Formation.

Eusebiu Burcaş
DeKlausen



Eusebiu manages to transfer his experience and passion for sales to the training participants as well as providing the tools needed to enhance performance. His coaching abilities bring added value to training and he succeeds in involving the participants in their own learning process. He takes interest in the needs of the participants and manages to customize solutions for everyone.

Irina Ştefănescu
Flux Training



I am Irina and I am very happy to accompany people raising their self-esteem and to contribute to their personal and professional fulfillment. I strongly believe that every person has something very good and may share. After chemistry and project management, I've been helping the organizations development through people, mainly in the healthcare market, for 12 years. I've settled FLUX Training and Consultancy 4 years ago and I have wonderful colleagues. We do training, consultancy and coaching, we run assessment centers and manage organizational cultural transformation projects. I combine the training experience with NLP and classical psychodrama. The results are beautiful.



Ioana Moholea
Perspective Group

Ioana Moholea is licensed in Psychology at the University Babes-Bolyai from Cluj-Napoca and works as Project Manager for PERSPECTIVE GROUP (Executive Search, Evaluation and HR Consultancy company). Ioana provides career consultancy for those interested in developing their career & abilities and in knowing themselves better. She has experience as a speaker in several conferences and seminars. Ioana held different presentation about Personal Development, Evaluation and Career Management. Ioana is passionate about the human resources field and especially about aspects as professional counseling and career development, evaluation, talent management and change management. She is licensed in Thomas International Personal Profile Analysis, a professional instrument that offers details about the potential, abilities, motivation, career possibilities and many other aspects of a person.



Kurt Weber
Horvath & Partners Management Consultants

Kurt Weber is the Managing Director of the Horváth & Partners office in Bucharest. He has extensive experience in strategic management, process management and organization, performance management and controlling. Kurt Weber joined the Managerial Accounting and Controlling competence center of Horváth & Partners in 2001. He is an experienced trainer and moderator in the topics: Controlling, Performance management, Balanced Scorecard etc.

They were in 2008...



Who will be in 2009?



february 27 2009
j w marriott bucharest



find out on February 27
2009

Romanian HR Profile 2008

Find out the latest news from the latest edition!

7 octombrie, 9:00 - 9:45
Grand Ballroom A-B

Training 08

ROMANIAN HR PROFILE is a research project conducted by MARKET TREND on behalf of Corporate Dynamics International and Business-Edu, with the objective to evaluate the Romanian HR domain through the HR managers and general managers. "the Study developed by Corporate Dynamics and Business-Edu is a reference point for the HR professionals in Romania. The study report is a valuable information source for everyone interested by the development stage and by the problems of HR professionals at that point" - Gabriel Ionescu, President HR CLUB ROMANIA - 2007.

In 2006, Romanian HR Profile was the most quoted research on HR in Romanian business newspapers. For 7 months, the articles on training and human resources were quoting the study made by Corporate Dynamics International and Business-Edu.ro web portal. Magazines like Business Week and Business Magazin had each cover stories based on that research. 600 companies downloaded the study from www.business-edu.ro.

In 2007 501 companies answered the survey and the article is still widely quoted. 2008 brings a new premiere: evolution graphics with situation in 2007 and 2008.

Now you have access to that research. Romanian HR Profile 2008 issue is available at the special price of 490 Lei for orders until September 30 2008. The research will be available after that date for 990 lei.

The package includes the book and the CD. It will be available at the Training 08 conference information desk (between October 7 and October 9 at JW Marriot Bucharest) or you'll receive it by parcel starting with October 10.

Fil in the online form and you will receive the invoice.

For further questions you can contact us at +40683 33 25.

Contact person: Clementina Anghelache

Laura Elena Duță
Intuitext



PhD Student Laura-Elena Duta is currently Product Manager in INTUITEXT, coordinating the eLearning software development team. Laura has more than 3 years experience in implementing eLearning solutions both in private (banking, financial, telecommunications, pharmaceuticals, IT, utilities) and public sector (public administration, universities). Also, Laura-Elena Duta is involved in research projects in collaboration with various universities.



Lucian Mihai
Interact

Lucian Mihai is Managing Partner at Interact, with a long experience as trainer and consultant in professional development. Lucian is a certified trainer by McLuhan and Davies Communications Inc., Canada for the delivery of structured verbal efficient communication workshops and by Seneca College, Canada, in Human Resources Management. He has gained extensive experience as a trainer for multinational companies and sales and as a manager an IT company. Lucian is also a teacher of IAA School of Marketing and Communication.

Luminița Oprea
Holcim

DinXXXXXXXXXXXXXXXXXXXXXXXXXXXX



Madi Rădulescu
MMM Consulting

Madi Radulescu, acts starting 2003 as Managing Partner and founder of MMM Consulting Intl, Romanian consulting and training company acting in the field of organizational development. Founder of CFAN (Change Facilitation Associates Network), HR Club Romania. Having an extensive list of active clients, the areas of expertise are: facilitation sessions on strategy and development processes with top management teams, designing and implementation of human resources systems, design and implementation of development centres, designing curricula's and processes for corporate universities, change management processes. In the past she acted as Training and Consulting Director in CODECS, Head of Distance Learning Department in Romanian Banking Institute, a project coordinated by ASK Ltd. UK, financed by UK KHF.

Marcel Răducu
Intell Competitiv



Marcel is a master trainer, coach and consultant at intellCompetitiv. He's got a seven years experience in consultancy for business management and he has worked for companies in different fields. He's also got a 15 years experience in practicing techniques for personal optimisation and development. He's specialised and certificated in curricula of leadership, programmes for personal developing, opportunities and risks management, crises management, business environment analyse. The combination between the full experience into the personal development techniques, and the variate professional fields he's linked with, make that Marcel is having a deep understanding of the problems that employees and employers have.



Măriuca Talpeș
Intuitext

Educated as a mathematician, Mariuca Talpes founded in 1990 together with her husband Softwin, the company that developed BitDefender, the most wide spread Romanian brand in the world and the IT security solution with over 40 users worldwide. Within Softwin, Mariuca Talpes created INTUITEXT - the business line dedicated to eLearning. Mariuca Talpes used the experience as a researcher in developing innovative learning solutions for children and adults. In 2005 she was invited as a member in the association „Leading Women Entrepreneurs of the World”. Also, since 2005 Măriuca Talpeș is present in „50 Top Success Women” organized by Capital magazine.

Marius Bălășoiu
For People



For more than 15 years, Marius Balasoiu has organised and delivered training sessions and development projects for various industries and companies. And he developed trainers able to deliver themselves successful training session. He experienced a number of multinational companies and he tasted both sides of the training process, being as well a training customer, an internal trainer, a training manager and finally an external training deliverer through his own training company. Being as well a controversial character on the training market, Marius maintains the connections with many of his participants so, if you want to find out more about him, just ask the persons interacting with him in all those 15 years.



Marius Decuseară
Brandenburg
Trend Consult

Marius Decuseara-Brandenburg is a Senior partner and Business Development Manager with Trend Consult. He joined the firm in 2007 after over 12 years of working in sales. Prior to joining Trend Consult, Marius was Head of Risk Solutions, Reuters Southeast Europe, forming and coordinating the teams of consultants that managed Reuters's business regionally. Marius is a Huthwaite International licensee for delivering the SPIN® Selling Skills program and Eagle's Flight licensee for its experiential learning programs.



Mihaela Vidican
Inovens



Mihaela works as a trainer and consultant in the human resources area. She developed and delivered training programs such as: leadership, teambuilding and train the trainers and also consultancy programs such as: role clarification, coaching and team problem solving. She believes that everybody can answer positively to change as long as you can find the right approach.

Mircea Lungu
Romsym Data



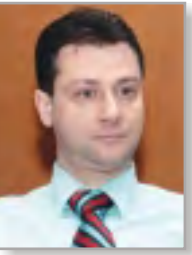
Mircea Lungu is a trainer and works for Romsym Consulting, located in Bucharest. He graduated The Polytechnical Institute of Bucharest and, then, The University of Teesside, Cleveland, England (Master of Science in Information Technology), and also attended training courses in U.S.A. (New York). He has some great e-learning experience and is the author of various educational software programs like different educational games and tests, an Interactive Multilingual Conversation Guide, an Interactive Computer Chat Simulator, interactive SPSS courses, programs of Interactive Geometry etc. He has taken part in a great number of presentations, exhibitions and different public events related to e-learning.

Paul Houle
Boom! The Power of Rhythm



Paul Houle is founder and president of Boom! The Power of Rhythm™. Boom is a natural evolution of his expertise as a performer, entrepreneur, keynote speaker and facilitator. His breadth of experience has allowed him to develop and present dynamic training seminars that use music and rhythm to change the way people think about corporate interaction in order to consistently increase productivity and profit. Since 1999, Boom has been receiving great reviews throughout North America and Europe from an impressive list of clients. His warm, charismatic presentation style puts participants at ease and his team building seminars consistently leave participants cheering and amazed as they accomplish more than they ever thought possible. Paul has been featured on many business programs including CBC "Venture", Global TV "MoneyWise" and in "Profit" magazine as well newspapers from coast to coast. Aside from running Boom, Paul is on Faculty at the Royal Conservatory of Music and is Director of Percussion Ensembles. He also created The RCM World Music Centre, which brought the RCM in line with Toronto's current multicultural environment. He was one of the original artist/educators in the RCM's highly successful "Learning through the Arts" program; developing several ground breaking programs for the Toronto District School Board that used global percussion to help students meet curriculum outcomes in a variety of subject areas.

Radu Stănescu
Univers Management Consulting



Radu gain his 9 years of experience in the commercial field and the 7 years in the HR area working in famous international companies (Mars, Puratos, Unilever si Heineken). Between 2000-2005 he worked as Learning Manager at Unilever, being responsible of 7 countries from Europe (Romania, Republica Moldova, Bulgaria, Macedonia, Albania, Bosnia-Hertzegovina, Serbia and Kosovo). This experience was very useful for him in the future projects with the team of experts from Heineken in Vienna where he started to work in 2006. Now he is coordinating the project of organizational transforming in the Speedy Company, leader in Bulgaria in fast courier. Also, he is coordinating the activity of Univers Management Consulting, a consultancy company from Bulgaria and Romania.



Mihaela Zaharia
Mind Master

She is trainer and consultant in Mind Master company. Mihaela runs from 2004 the trainings under de Bono Thinking Systems lyncence , being master trainer Six Thinking Hats® and the only one trainer Lateral Thinking™ from Romania. Being psychologist, she attends specializations in psychological systems with well-known application in business: Transactional Analysis and Neuro-Linguistic Programming, becoming NLP Professional Practitioner Coach. Her passion is the creativity, giving consultancy to the companies regarding best capitalization of their potential for an innovative development on a long term.



Nicolae Moldovan
Franklin Covey

Nicolae "graduated" the 5 years "training school" in Orange where he filled few training and development position during 1997 and 2002, from Training Administrator to Training Consultant. In 2002 he founded the training and consultancy company Personnel Development Solutions and in 2003 launched www.training.ro web site. In 2007 he started the partnership with FranklinCovey becoming the authorized distributor of FranklinCovey in Romania. Nicolae is certified for "7 Habits of Highly Effective People" and "Leadership – Great Leaders. Great Teams. Great Results" programs with FranklinCovey.



Petra Mueller Demary
MDI

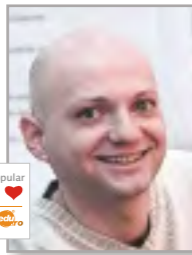
Petra is licensed in educational and social sciences and has a PhD in motivational psychology. Since 1996 she works as HR Consultant in recruitment, managerial evaluation, training and coaching. PhD Mueller-Demary is also Managing Partner at Management Development Institute (MDI) Romania and president at Cut-e Romania.



Raluca Mohanu
Wrigley România

I would say about me that.. my passion is dreams and my goal is TO MAKE THAT DREAMS COME TRUE! If in this moment you are not living your dreams, Life Coaching can be a solution to make it. In my case this was and still is the answer! I'm professional qualified coach with experience in life coaching- both personal and professional. The main field where my clients had results is Change Management- transition situations in personal or professional life. Because me too I had to pass trough some changes (wanted or no), I learned that with change come difficult things but also opportunities. Educational speaking, I'm specialized in Organizational Psychology and I have an MBA (Master of Business Administration) given by Case Western Reserve University, Ohio. I have more than 10 years of experience in HR Management and my passions are family, tennis field, art and life lived in present.

Mihai Curelea
Achieve Global



The winner of the Popularity Award in Business Edu Gala-Edu Awards 2008. Mihai joined AchieveGlobal team Romania in 2005 and, now, he is a master trainer and coach, being specialized and certificated in sales and leadership curricula. Due to the experience he gained in training and counseling, Mihai began and lectured training programs in management, sales, marketing for companies that represent domains like: IT, insurances, farmacy, real estate agencies, fast mover consuming goods. He is a CNFPA certificated trainer in 2005 and he participated at many developing programs in domanis like adult learning and group dynamics.

Nicoleta Udrea
Skill Team



Nicoleta has an experience of more than 14 years in Human Resources, working with private companies like Quadrant Amroq Beverages or Global Design , but also in institutions like " Ministry of Defense ". All of the trainings created and delivered by Nicoleta were part of the employee's personal development plan which she developed in the companies where she has been working for. She created motivation programs for employees, coaching and training programs. Nicoleta is now the Consultancy Manager of Skill Team, where consulting makes a perfect match with delivering trainings about Employees Motivation, Recruitment and Selection, Strategic Management, Coaching, Communication and Positive Thinking.

Radu Ionescu
RDI



Radu Ionescu is trainer, negotiating consultant in Business Negotiation, Mediation and Conflict solving, also being the administrator of RDI- Resources, Development & Ideas-company. During the last 5 years in this field he taught more than 1600 persons how to negotiate, communicate and solve conflicts. Even if he has a title of "PhD Engineer in Hydraulics", Radu developed himself by attending to training programs organized by Urban Institute - Washington, WIFI - Economic University Vienna and Negotiate Ltd. (Edinburgh Business School, Scotland), and since 2003 is member of European Practitioners in Negotiation Group. Since 2006 is also specialized in Transactional Analysis.

Rareș Manolescu
Human Invest



Rares has dedicated the last 11 years of his professional life to showing participants how to create a working environment in which individual performance, initiative, entrepreneurial attitude and personal responsibility are the characteristics of valuable people irrespective of their hierarchical position! He firmly believes in the major role that managers have in contributing to their subordinates' success and his personal lessons are clear and relevant examples for those attending his projects. Rares is successfully leading one of the three project teams in Human Invest and is preparing to apply for the Partner position. At the same time, he is managing the Blanchard International programs.



Mihai Popa Radu
Seeds4success

Professional Accredited Coach and founder of Seeds for Success Company. After he graduated with best results the Noble Manhattan Coach Training Programme, he started to practice Executive Coaching in Bucharest and London. Mihai is the only romanian member of ECI (European Coaching Institute) and member of ICF (International Coach Federation). Main interests are: leadership development, executive coaching and team performance. His clients are executives from banking, financial, advertising, PR or FMCG field companies.



Nineta Ceauș
CODECS

Nineta Ceaus is the Director of the Training and Resource Program, "360 Solutions" by CODECS, and consultant in organizational development, being certified in 360 Solutions programs (USA), Human Synergistics (advanced instruments) and Coaching Fundamentals. She graduated the University of Pedagogy and Psychology in Bucharest, and her specialization in business is marked by attending the MBA program at Open University, UK. Nineta joined CODECS 6 years now, winning the reputation of being an ideal interlocutor for those who are searching for entuziaste and at the same time pragmatic answers. She is now involved and leads development programs of managerial skills, development of high performance teams. Also, she providing coaching for customers with whom she works to.



Răzvan Socu
Romsym Data

Razvan Socu is a trainer and works for Romsym Data, located in Bucharest. He graduated The Academy of Economic Studies in Bucharest. He has as a master's degree in Business Administration and a rich experience in the field of IT. An Adobe Certified Instructor for enterprise solutions, he taught both in Romania, as well as abroad. He has taken part in a great number of presentations, exhibitions and different public events related to IT and e-learning.

Romeo Crețu

HRD



Since 1999 Romeo Crețu is trainer and consultant at HRD Human Resources Company. Training and consulting programs are oriented towards getting results by generating inside people the necessary MOTIVATION to ACT. First study in Romania regarding employee's motivation and first interactive CD for personal development – Trilogy of Success – were made by Romeo Crețu.

Sabina Irimie

Caro Trainer



Sabina Irimie is professor and PhD in the Human Resources field, at the University of Petrosani. She initiated 2 master programs: Human Resources Management and Business Development Management. She is also a trainer at CARO TRAINER, Bucharest. Having 9 years of rich experience in different Romanian organizations, Sabina Irimie started her career in industrial engineering and human resources management on a middle-management position. Over the years, her interests extended to neurolinguistic programming and coaching, participating to the courses organized by MIND Master, under Austrian Training Center, being accredited by European Coaching Federation. She is a member ICF(SUA) and a founding member of the NLP Professional Association (Romania).



Roxana Alexandrescu

Medlife

Roxana Alexandrescu has a bachelor of psychology. She started her career as psychologist and followed sessions in psychotherapy, coaching, mentoring and personal development. In 2005, she made her debut in the corporatist environment and management of human resources. In 2007, she joined Medlife team as Director of Human Resources Department. At the moment, she is the coordinator of 5 specialists who give their assistance on HR services for the 900 employees of the company, meaning recruitment, selection, training, evaluation, payroll and staff administration. Her professional statement is: Identify and release people's potential!



Sid Jacobson

South Central Institute of NLP

Sid Jacobson, Ph.D. was one of the early Certified Trainers by the Society of NLP. Early on he carved out his specialties in the areas of education, training, and writing, in addition to psychotherapy applications, using the latest technology from the rapidly advancing field of Neuro-Linguistic Programming. He has worked as a researcher, trainer, and consultant to professionals, hospitals, schools, clinics, businesses, and professional athletes. As well as serving on several local boards of directors he served as the 1995-1996 Director of the Neuro-Linguistics Forum in the American Society of Training & Development, internationally. Sid is the author of four books and the co-author of another, as well as many papers & articles on NLP. He is just finishing a sixth book, as well. Sid is considered to be an expert in the application of NLP to education and training, psychotherapy and communication skills. He has been training professionals for over 20 years. He holds a Ph.D. in Clinical Psychology from The Professional School of Psychological Studies, as well as a Masters in Social Work from Tulane University, where he also did his undergraduate work in psychology.

Roxana Mocanu

CODECS



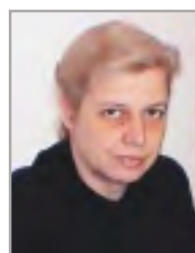
Roxana is the founder of the first HR school in Romania, HR Vocational School, a partnership between CODECS and CIPD (The chartered Institute of Personnel and Development). Her professional values are: the seductive power of aspirational brands, trainer vocation and a career based on talent and strong beliefs. Professional activity: she coordinated HR and managerial education projects in multinational or Romanian companies; developer of HR training and developing programmes; trainer. She also believes in the assumed role of HR as a strategic business partner.

Silvia Bogdan

Interact



Silvia Bogdan is trainer and consultant at Interact Development Department. During her career, she worked in different competitive environments that proved to be a real support in her personal and professional development. Silvia gain her reach managerial, sales and training experience in famous Romanian companies. The most important thing for her is the efficiency of the training program and how to measure the impact of it. For the participants, the training program means "a quality time" in a professional environment and an open atmosphere witch should easier the interactivity.



Ruxandra Manea

Delphi Consultant

Ruxandra Manea is a Senior Consultant&Trainer with an interesting expertise in general management, Human Resources Management and Organizational Development. She has over 15 years of experience in management and human resources and over 12 years experience in training and consultancy. She worked as Human Resources Manager for COCA – COLA and Raytheon Engineers&Constructors, as a consultant for the HR Module in SAP and National Training Manager for Lafarge Romcim and Michelin Romania. She founded Delphi Consultant in 2002 and ever since the Delphi Consultant Team had the opportunity to collaborate with prestigious clients - Unilever Romania, Unilever South Central Europe, Carpatcement Holding, COCA – COLA HBC, British American Tobacco, Divizia Auto/Tiriac Holdings, Johnson Controls Romania. In 2007 Delphi Consultant was certified by 'Investors in People' U.K., being one of the din 7 companies certified in Romania. Ruxandra Manea is Chairman of ROCA (Network of Business Consulting Companies).



Sorin Voicu

BitDefender

Sorin Voicu, Global Training Manager in BitDefender started his career in 2001 as sales trainer in an insurance company. His experience as a trainer was completed by the regional trainer positions he held in two of the most important banks in Romania. At BitDefender, Sorin is responsible for the company's strategy regarding training needs, developing training and testing solutions for stakeholders. Along time, Sorin Voicu gained various certificates in time management, coaching and training.

Sid Jacobson
Expanding Innovation & Creativity



Now, at Training 08, his presentation from October 7th called "Expanding Innovation & Creativity" is made to offer new ways of releasing and developing the creativity. The participants will also learn how to model other people's creativity and how to use the Disney an Einstein models. Sid Jacobson is one of the first certified trainers by Society of NLP.

Using NLP techniques he created new areas of develop and application in training, writing and psychotherapy. Is the second time when Sid comes as a speaker at the annual Training Conference- first was in 2005.

October 7, 16:00 - 17:30
Grand Ballroom A-B

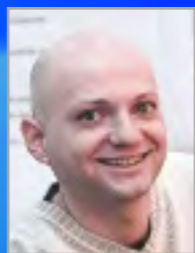
Training 08

Activate Change

Successful change for
a successful company

October 8, 11:30 - 13:30
Braşov Room

Voted most popular trainer on
www.business-edu.ro, Mihai Curelea from
Achieve Global presents a case-study
conducted at a global scale, extremely
interesting in a constantly changing world.



with Mihai Curelea
Achieve Global

Change is a common presence in every single
organization. More than 50% of the leaders
participating in the Achieve Global study
considered the ability to change the main
competitive advantage of an organization. Even
so, a rate of 85% from the change projects fail.

Achieve Global developed "Activating Change",
a system to offer you an effective solution
based on a research conducted at international
scale. The system is meant to offer solutions for
executives, managers, supervisors, offering the
skills needed to create a change-abled
organization.

Training 08

Sorina Bradea RoMarketing



Sorina Bradea is a Senior Consultant for RoMarketing with an experience in Human Resources that exceeds 15 years. She developed and unfolded training programs concerning managerial development, customer orientation and team building. Because of her particular social skills she can customize different programs according to the clients' needs. After working as Human Resource Manager in a multinational company Sorina started in 1995, together with her associate to develop a group of companies specialized in training, recruitment and evaluation. As a business woman she built strategies, negotiated contracts and built her team.



Ştefan Pălărie Interact

Ştefan Pălărie is a trainer and consultant for Interact Development Department. Along his career, Ştefan has gained a reach managerial experience in consulting and professional services delivery, working under a partnership model between two of the largest multinational companies in the world (Procter&Gamble and IBM), experience that was enhanced by his previous training work for worldwide educational organizations. As a trainer, Ştefan is a strong facilitator, encouraging participants involvement in the training activity. For him, the impact of the training program (behavior changes leading to performance improvement) is the ultimate goal.

Urania Cremene Achieve Global



Urania joined AchieveGlobal Romania in 2003 and now is a UBD senior trainer implementing training courses for AchieveGlobal Romania and for ROI Institute Romania as well. Having a degree in juridical sciences, Urania began her Human Resources career and soon became HR Manager and Trainer for one of the biggest hotel chains in the world. This age was followed by two years of experience in the same domain in Germany and when she came back home she became a senior trainer and consultant and then Training Manager for Achieve Global. She is certified on 3 curricula: sales, customer service and leadership. From 2007 Urania became the 'pioneer' of ROI methodology implementation in Romania.



Vasile Păun Intell Competitiv

Vasile is master trainer, speaker, consultant, coach and author. He frequently sustains trainings and seminars oriented to development of individual competencies of strategic thinking and management of information. Vasile also provides consultancy on strategies for differentiation and intelligence for business. His trainings are interactive and initiate the participants within the power of present; he creates a proper frame for causing personal transformation. Vasile is a Society of Competitive Intelligence Professionals (SCIP) member since 2001 and owns intellCompetitiv.

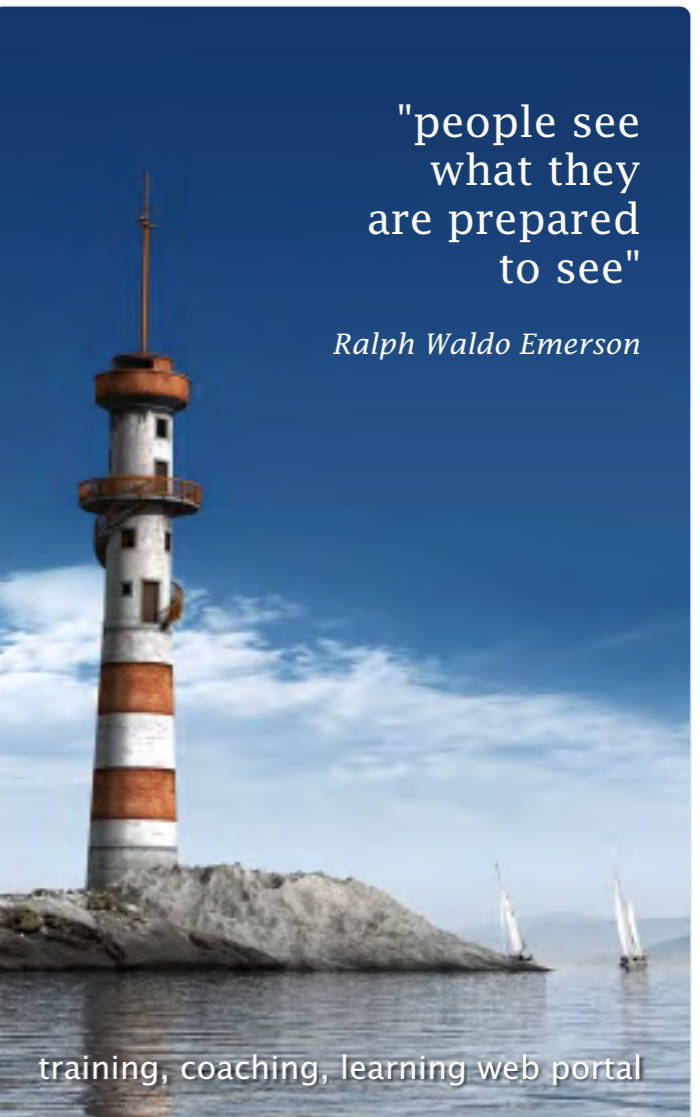
Viorel Panaite Human Invest



Viorel Panaite has a 12 years' experience in the training and organizational development consultancy industry and he is one of the best-known and most appreciated trainers in Romania. After a period spent with another consultancy company, together with Richard Reese he founded Human Invest – the company that enjoys a solid reputation and credibility among clients as well as other training and consultancy companies. The projects led by him and/or involving him as a consultant are a perfect reflection of his personal business philosophy: Viorel is a strong ambassador of an organizational culture that centers on attracting and retaining the best people, a culture where clients enjoy working closely together with the provider's project teams. He is an active sponsor of a culture supported by a clear performance management system and clear career plans for employees. He is currently running and implementing managerial competencies development programs and cultural consolidation projects for: : Holcim Romania, Rompetrol, Vodafone Romania, AirLiquide/ Ductil, Pepsi Americas, Aviva Romania.

"people see
what they
are prepared
to see"

Ralph Waldo Emerson



training, coaching, learning web portal

Business-**edu**.ro

www.business-edu.ro

| | Grand Ballroom A-B | Braşov Hall | Galaţi Hall | Timișoara Hall |
|---------------|--|--|--|--|
| 09:30 - 10:15 | conference Romanian HR Profile 2008 Study- Training and development Clementina Anghelache - Business-Edu Evenimente Decebal Leonard Marin - Corporate Dynamics | workshop Asertive Management Dorin Bodea - Result Development | workshop Master in leadership Rareş Manolescu - Human Invest | sales conference Clients or fans? Ciprian Todoca - Trend Consult |
| 10:15 - 11:00 | Training design and adaptation in a regional context Marius Decuseară Brandenburg - Trend Consult | | | The impact of sales training in increasing performance Eusebiu Burcaş - DeKlausen |
| 11:00 - 11:30 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 11:30 - 12:15 | How do we implement an efficient leadership program: from analysis to solutions Diana Rosetka - Achieve Global, Anamaria Fornade - Orange | Getting Ready to win Ruxandra Manea - Delphi Consultant | Leaders' Power: thoughts, words, acts Marcel Răducu, Carmen Moiescu - Intell Competitiv | Sales Training Strategy Cătălin Chiteş - Qipa Consulting |
| 12:15 - 13:00 | The Motivating leader Marius Bălăşoiu - For People | | | |
| 13:00 - 14:00 | LUNCH | LUNCH | LUNCH | LUNCH |
| 14:00 - 14:45 | Be a player: pro-active, agile, persuasive! Vasile Păun - Intell Competitiv | How to achieve your business objectives through Training? Nineta Ceauş - CODECS | Say it straight! Cristina Manole - Exceed | When was the last time that you lost 87% from the money that you have earmarked in a sales training? Urania Cremene - Achieve Global |
| 14:45 - 15:30 | Case study: Training and Coaching in Performance Management Raluca Mohanu - Wrigley Romania, Miahi Popa Radu - Seeds4success | | | |
| 15:30 - 16:00 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 16:00 - 16:45 | Expanding Innovation & Creativity Sid Jacobson, South Central Institute of Neuro Linguistic Programming, SUA | | Better customer relationships Lucian Mihai - Interact | Mystery shopping rouses controversy! Adriana Boscănici - Trainart |
| 16:45 - 17:30 | | | | Congratulations! You are the new Marketing & Sales Director Alberto Gomez - Caro Trainer |

| | Grand Ballroom A-B | Braşov Hall | Galaţi Hall | Timișoara Hall |
|---------------|---|---|---|---|
| 09:30 - 10:15 | conference HRM Strategic Fit Decebal Leonard Marin - Corporate Dynamics | workshop What do we cure when we make a training plan: the effect or the cause? Nicoleta Udrea - Skill Team | workshop On the job training Mihaela Vidican - Inovens | hr conference Behavioural technics in selection and recruiting Ion Zegheanu - Corporate Dynamics International |
| 10:15 - 11:00 | New innovative ways for learning Cătrinel Postema - Interact | | | Learning and the Line Roxana Mocanu - CODECS |
| 11:00 - 11:30 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 11:30 - 12:15 | What learns your unconscious mind in training? Cătălin Zaharia - Mind Master | Activating Change Mihai Curelea - Achieve Global | 00 I accept any feedback i receive during a training program! But i agree some! Romeo Creţu - HRD | ROI in HR initiatives- The first case study in Romania Alecsandra Liţu - ROI Institute, Roxana Alexandrescu - Medlife |
| 12:15 - 13:00 | Pfizer România Case Study | | | LTSI - Learning Transfer System Inventory Christian Pauls - Trend Consult |
| 13:00 - 14:00 | LUNCH | LUNCH | LUNCH | LUNCH |
| 14:00 - 14:45 | What we'll do after training - how can we obtain maximum of results from a training program? Romeo Creţu - HRD | Creativity and innovation in business - De Bono way Carmen Iliescu, Mihaela Zaharia - Mind Master | Emotional intelligence in human resources management Sabina Irimie - Caro Trainer | Development Centers: Introducing the complexity and impact of the exercise Madi Rădulescu - MMM Consulting |
| 14:45 - 15:30 | Connecting the dots Adrian Florea - Trend Consult | | | |
| 15:30 - 16:00 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 16:00 - 16:45 | Managers and bosses Christian Scholtes - Hermes Advisors | Building trust in the relationship with customers" an Analytical-Existential perspective on the sales relationship Cristian Radu - Zig Ziglar | Smart Emotions® personal development trough emotional intelligence Daniel Bichiş - Competent Consulting | Traps and challenges in your career development Ioana Moholea - Perspective Group |
| 16:45 - 17:30 | The Magic of Training Through Experiential Learning Radu Stănescu, Univers Management Consulting Paul Houle, Boom, Canada | | | |

| | Grand Ballroom A-B | Braşov Hall | Galaţi Hall | Timișoara Hall |
|---------------|---|--|--|---|
| 09:30 - 10:15 | conference | workshop | workshop | e-learning conference |
| 10:15 - 11:00 | How much do leadership abilities matter in the process of performance management? Viorel Panaite - Human Invest | Motivational triggers in organization Andy Szekeley - As Training & Coaching | Are you ready to sign the „Service Guaranty Arrangement”? Alis Lupu - Achieve Global | Crossknowledge Decebal Leonard Marin - Corporate Dynamics International |
| 11:00 - 11:30 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 11:30 - 12:15 | Business NLP- beyond persuasion and manipulation Daniel Bichiş - Competent Consulting | Inner Motivation & Professional Pperformance Ioana Pielescu - Qipa Consulting | Thoughts, feelings and relations at workplace Radu Ionescu - RDI | ETRO Learning Marius Decuseară Brandenburg - Trend Consult |
| 12:15 - 13:00 | Solution focused leadership Petra Mueller Demary - MDI | | | How to succeed in eLearning field using LMS Mircea Lungu, Răzvan Socu - Romsym Data |
| 13:00 - 14:00 | LUNCH | LUNCH | LUNCH | LUNCH |
| 14:00 - 14:45 | Communicating the business strategy to the employees Luminița Oprea | Business performance and resource management Anda Racşa - ABC Training Consulting | Effective training using classical psychodrama techniques? How? Irina Ștefănescu - Flux Training | Do you choose clasic or online training when your partners are in different continents? Sorin Valentin Voicu - BitDefender Laura Elena Duță - Intuitext |
| 14:45 - 15:30 | Communication like an onion: layers Bogdan Șerbănescu - BCR | | | Business simulations driving real business growth Ștefan Pălărie, Silvia Bogdan - Interact |
| 15:30 - 16:00 | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK | COFFEE BREAK |
| 16:00 - 16:45 | How do banks test 2000 employers in the same time? Mariuca Talpeş - Intuitext | Mediation. Me and my company against disputes Elena Adina Nica - Centrul de Mediere Craiova | The conflict is with us! Sorina Badea - Romarketing | Workshop Bruno Medicina |
| 16:45 - 17:30 | Business Games - new ways to improve performance Weber Kurt - Horvath & Partners Management Consultants | | | |

IMPORTANT

Welcome coffee and registration start every morning at 8:45 am !

| Craiova Hall |
|---|
| LUNCH |
| Putting priorities first (1/2) Nicolae Moldovan - Franklin Covey |
| COFFEE BREAK |
| Putting priorities first (2/2) Nicolae Moldovan - Franklin Covey |

Business edu