



TRAINING

COMPETENCE-BASED

COLLABORATION PROPOSAL

2023



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Ilona Radu
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We propose 5 types of training that can be useful for the management team or any members of an organization.

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CONTEXT

Organizations are constantly in motion.

To address the challenges posed by expanding teams, economic uncertainty, diversifying fields of activity, or simply to enhance workplace performance, we've designed a series of valuable training sessions across various industries.

These are meant to highlight the current situation and also aid in making progress across various activity domains.

Well-prepared employees will be ready to face challenges of any kind.

Confident managers will handle crisis situations while setting examples for the rest of the team to follow.



TRAINING TYPES

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01

Organizational Communication

- Verbal Communication, Non-verbal Communication, Communication Barriers, and Role Play
- Active Listening
- Personality Profiles & Communication Approach Tips and Tricks
- Mini Guide to Best Practices

02

Team Communication and Teamwork

- Best Practices in Team Communication
- Belbin Profiles and Typologies
- Description and Approach

03

Feedback

- What is Feedback?
- Types of Feedback
- Best Practices for Effective Feedback
- Role-Playing for Feedback Scenarios

04

Anxiety Management

- Profile & Prevention
- Types of Anxiety
- Recognizing Anxiety - Clinical Scenario
- Psychological Context - Anxiety vs. Attachment
- Types of Attachment

TRAINING TYPES

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05

Burnout

- Types of Burnout
- Clinical Scenario - Symptoms
- Stages of Burnout
- Prevention
- How to Recognize if You Are Experiencing Burnout

07

The 5 “hats” of a manager

- Differences between a Manager, Leader, Coach, Mentor, and Trainer

06

Time management

- Different Techniques and Tools for Middle and Top Management

WHO ARE WE



ILONA RADU

Management expert,
psychologist, coach

Psychologist
Certification for independent practice in work and organizational psychology
Certification in experiential psychotherapy
Master's degree in human resources
Certification as a Train the Trainers instructor
Certification in systemic coaching
Over 17 years of experience in the field of human resources

WHO ARE WE



GEORGIANA GHICIUC

Entrepreneur,
Communications and
organizational culture expert

Entrepreneur, founder of the digital marketing agency Beaglecat (Iasi & Berlin)

Expert in organizational culture, communication, and marketing
Ph.D. in Political Communication 2010-2013: Assistant Professor,
Department of Communication and Public Relations

Founder of [Employer Branding.tech](https://www.employerbranding.tech) - an information platform on
organizational culture and employer branding

2019-2022: Marketing and Communication Director at Etnas, Hamburg

Founder of the Employer Branding: the Inside Podcast

2022: Employer Branding Lead at Evolution Engineering Berlin

Certification in Train the Trainers

Certification in Systemic Coaching