



# TRAINING

COMPETENCE-BASED

COLLABORATION PROPOSAL

2023



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Ilona Miron  
Georgiana Ghiciuc

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



# CONTEXT

Organizations are constantly in motion.

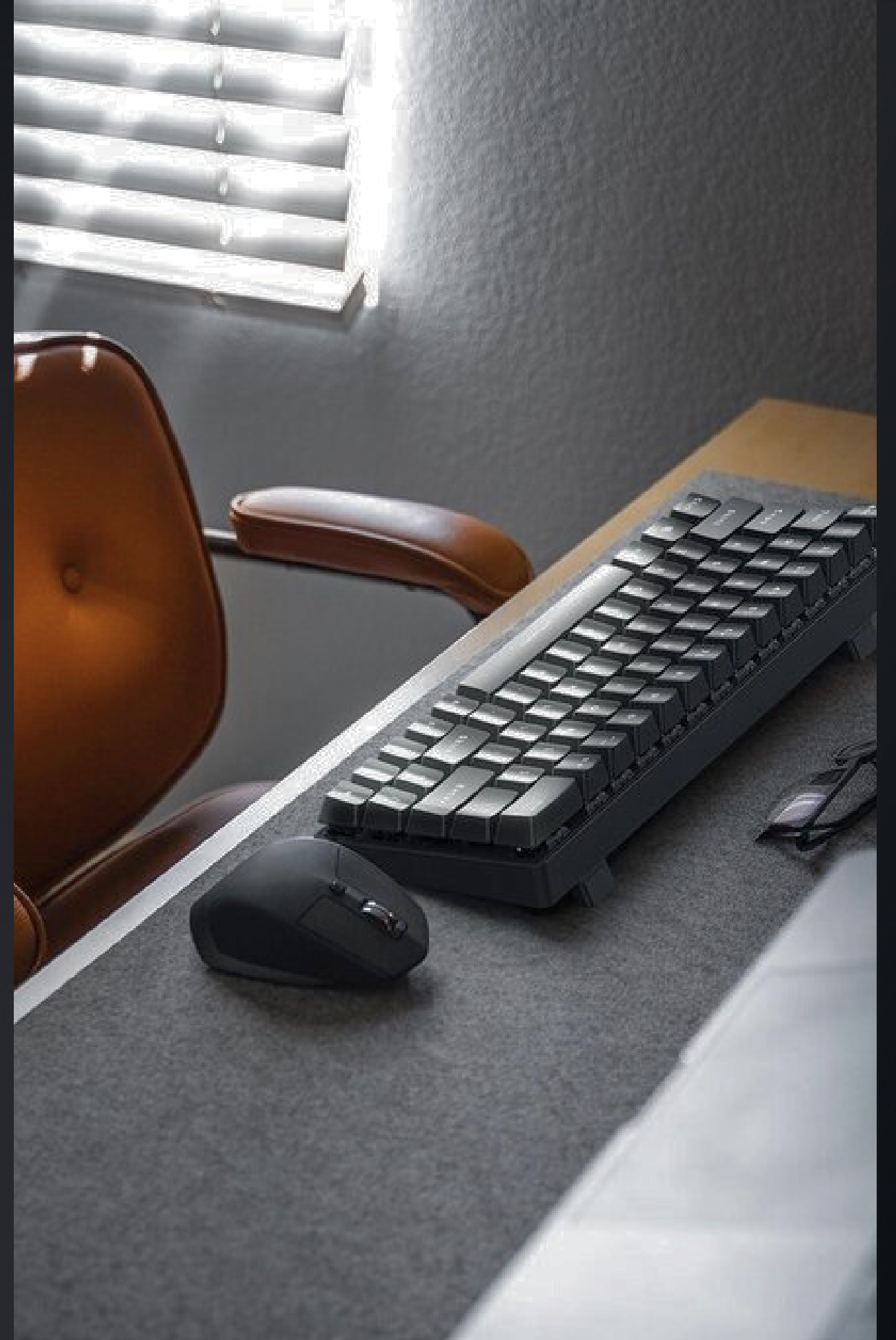
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To address the challenges posed by expanding teams, economic uncertainty, diversifying fields of activity, or simply to enhance workplace performance, we've designed a series of valuable training sessions across various industries.

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

06

## Time management

- Different Techniques and Tools for Middle and Top Management

07

## The 5 “hats” of a manager

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



# 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