



ROXANA-MARIA STĂNEIU, PMP, PSM I

PROFILE

Lifelong learner & results-focused leader whose mission is to inspire, coach, and lead teams in order to navigate change, drive innovation and create added value. I am a passionate-driven, professional and enthusiastic human being that is keen to make a meaningful change in the organizational culture and leadership practice. Hands-on experience in strategy development and implementation, business development through nurturing new and existing partnerships, building operational excellence and coaching teams for success.

I help people nourish their potential, and I am known for my ability to get things done in dynamic and challenging environments while being an avid promoter of a growth mindset. I have experience in creating authentic experiences for people (trainings, workshops, coaching programs) and provide clear vision in fast-paced situations. I believe in bringing people together for a greater impact. Thus, I focus on building buy-in for strategic developments and building side-by-side with cross-functional teams. At the end of the day, embracing change is the only way that brings us forward.

WORK EXPERIENCE

TRAINER

.Colors in Projects
November 2023 - present

GROWTH MANAGER & PEOPLE DIRECTOR

mindit.io
November 2020 - present

Main responsibilities:

- People Director: managing in an agile two of the most complex and strategically important projects of the company, and playing the role of a Scrum Master: facilitating planning, monitoring, changes of priorities, team changeability
- IT Project Manager: having +25 people to take care of, from working together on their personal development plan to grow and enhance performance, to helping them achieve their potential by providing the right context of growth and evolution based on their individual needs; Responsible of salary increases, performance overview, and bonuses, feedback and growth
- Key Account Management and Customer Success: building trustworthy relationships with the partners I am working together, managing a budget of over 1.5 mil. euro

PROJECT MANAGER

INDG, Bucharest
September 2018 - October 2020

Main responsibilities:

- Simultaneously manage multiple CGI projects from kick-off to delivery, making sure that the knowledge and information flow seamlessly between the stakeholders
- Develop strong cross-functional relationships with worldwide clients and stakeholders across different levels of the business
- Put on the Account Manager hat to ensure stakeholders' satisfaction and clear commercial communication;
- Lead cross-functional teams, coordinate internal and external project resources to consistently meet client deliverables on time, within budget and with outstanding quality, while managing changes on the projects and last-minute client requests

Achievements:

- Increased clients' satisfaction by 30% based on Monthly Satisfaction Survey, establishing strong professional relationships and credibility with the business executives, which led to INDG becoming one of their main CG content creation agencies
- Coordinated one of the biggest accounts of the company with a value of over €1 mil./year, while advising on process improvements and proactively engage in the long-term strategy to increase the projects volume
- Brought positive impact on the company revenue by thoroughly managing my projects and doubled the profit margins
- Re-defined and implemented new PM practices and workflows to provide clarity and transparency towards the team, which led to a 15% increase productivity across team and attitude on the projects

SKILLS

Transformational Coaching
Business Development & Customer Success
NeuroLeadership
Lifelong learner
People Management
Project Management
Key Account Management
Design and Deliver Trainings & Workshops
Strategic Thinking
Proactivity and saying YES to challenges
Excellent Written and Verbal Communication
Mentoring
Conversational Intelligence
Emotional Intelligence
Team-player
Lateral Thinking and Creativity
Adaptability & flexibility in front of changes
Empowering ED&I and embrace multiculturality
Public speaking

CERTIFICATIONS

NeuroMindfulness® Coach Certification - Practitioner, 2023, issued by NeuroMindfulness® Institute

Professional Scrum Master I, 2023, issued by Scrum.org

Project Management Professional (PMP®), 2019, issued by Project Management Institute, no.2699816

LEAN SIX SIGMAS YELLOW BELT, 2019, issued by Slimprovement B.V.

Certification in Leadership, 2018, issued by LEADERS Foundation

Advanced Security in the Field, 2018, issued by United Nations

I know Gender, 2018, issued by United Nations

ECDL, EXPERT Level, 2016, issued by ECDL Foundation

LANGUAGES

ENGLISH

Full professional proficiency -
Cambridge English: Advanced
Certificate

AWARDS & PRIMARY ACHIEVEMENTS

HR Rising Star of the Year- Stevie Awards for
Great Employers (Gold Medal), 2023

HR Executive of the Year- Stevie Awards for
Great Employers (Bronze Medal), 2023

Female Employee of the Year - Stevie Awards
for Women in Business (Silver Medal)
2022

WomenTech Network nominated among
women setting excellence standards in IT
2023

Become one of the youngest PMP certified
Project Managers in the world
2019

Student of the Year: Special Award by
Romanian Banking Institute
2017

National prizes for Creative Writing (Poetry)
2012-2016

PROJECT MANAGER

The Institute for Participatory Democracy Euro Qvorum
June 2017 - May 2019

Main responsibilities:

- Create the short term strategy for the 4th and 5th editions of Around the World Embassies Tour
- Develop the budget and plan ahead to make sure all resources are secured
- Work closely with Ambassadors and Diplomatic Staff to design the study visit experience
- Recruit, lead and manage the participants to comply with the Embassy regulations, ensuring a smooth learning experience
- Work with the Program Manager to define the long-term strategy for the Projects Department
- Interview European Union experts on international affairs matters
- Prepare and present comprehensive reports documenting that all project requirements have been fulfilled and provide the necessary documentation to the Embassies

Achievements:

- Extended the numbers of partnership with 50%, developing fruitful collaborations with 9 Foreign Embassies in Romania
- Exceeded sales goals by an 23% in 2017 by doubling the revenue volumes generated by the projects
- Created the social media strategy that improved organic traffic on social media channels by 70% in three months
- 4th and 5th editions (the editions I managed) of Around the World Embassies Tour being recognized as the most successful editions in the project history based on the revenue generated, the number of participants, their engagement and the Embassies satisfaction

PROJECT OFFICER

International Organization for Migration, UNITED NATIONS
March 2018 - August 2018

Main responsibilities::

- Work closely with people from Project Development and Implementation Units
- Take the lead on some operational activities conducted by IOM
- Communications and liaison: Preparing communication material for social media platforms and IOM Romania's website
- Interact with refugees on a daily basis to guide them through the integration process

Achievements:

- Coordinated a team of 15 volunteers who greatly helped IOM to implement a key United Nations project in Romania: Interact - Integrated services for migrants, social and multicultural dialogue project
- Contributed to the creation of a virtual information system for the migrants which increased the refugees inclusion rate by 12% in Romania
- Organized a two day event to bring together the UN representatives, the partner NGOs, the volunteers and the migrants to strategize and align on solutions to better integrate the refugees in the Romanian society

MANAGER

International Affairs
June 2017 - June 2018

Main responsibilities:

- Laid the foundation of the growth strategy implemented in the year 2017-2018, which was considered the most successful year for the community by the Executive Board
- Managed, coached and motivated the Project Management team
- Coordinated a team of 10 people during different organizational processes, such as recruitment (candidate profile, interviews, online forms), the trial period of the possibly new members and the teambuilding.
- Stakeholder Management & Business Development – being in contact with all the partners, managing new leads and keep a constant communication with the active members and alumni community.
- Coordinated and supervised the branding process of the community

Achievements:

- Designed learning experiences and delivered a full educational module that aimed to develop both hard and soft skills in the field of International Relations, Diplomacy and Emotional Intelligence, which led to knowledge upscaling of the community members by 25% based on the final assessment at the end of my mandate
- Recruited and coordinated a team of 30 people who delivered exceptional results within a course of one year, impacting the Romanian educational environment at a national level by delivering special learning initiatives for students on topic related to International Relations
- Structured and implemented the first mentorship programme for the active members of the community, which increased the retention rate by 20% compared to the previous year
- As the community's primary Account Manager, I expanded the partnership base by 100% in a 5-month period, bringing both national and international partners (such as United Nations, Amnesty International, Ministry of Foreign Affairs etc.)

RESEARCH PROJECTS & WORK

Reviewer Management Dynamics in Knowledge Economy Journal: 2022-present

Reviewer Kybernetes Journal: 2023 -present

Reviewer Business Process Management Journal 2024 - present

Expert Asistent 2 - 263113 during CNFIS-FDI-2023-F-0189 AI EDU: Inteligența artificială și noile tehnologii în procesele academice și etica universitară

Expert Cercetare Doctorand - KNOWMAN. Knowledge Management Training for KIBS SMEs.

MEDIA APPEARANCES

PMI Romania chapter online webinar on the connection between neuroscience and project management: <https://www.youtube.com/watch?v=ae9XheRgnOA>

Europunkt Interview on Economic Challenges: <http://europunkt.ro/2018/03/18/interviu-roxana-maria-staneiu-manager-international-affairs-trebuie-sa-ne-asteptam-la-schimbari-substantiale-in-clasamentul-celor-mai-performante-si-puternice-economii-globale/>

COPYWRITER

Pro Digital Media
October 2013 - January 2018

- I was in charge of writing weekly content for our partners, including blog articles, press release or official statements;
- Created +100 new blog posts and articles, making up 35% of the company's online content and increasing the online traffic on the websites

EDUCATION

PHD CANDIDATE IN NEUROLEADERSHIP, FACULTY OF MANAGEMENT

National University of Political Science and Administration|, 2021-present

MASTER DEGREE, PROJECT MANAGEMENT, VALEDICTORIAN, 10/10

National University of Political Science and Administration| 2019 - 2021

Graduated as Valedictorian, with a Master Thesis on "A kaleidoscopic study on Behavioral Project Management - Analysis of the applicability of neuroscience elements in project management and their effect on the motivational process" graded with 10.

BACHELOR OF ARTS, MAJOR IN INTERNATIONAL BUSINESS AND ECONOMICS, 10/10

The Bucharest University of Economic Studies | 2016 - 2019

Bachelor thesis on 'The Impact of International Management of Multinational Companies on Macroeconomic Environment in European Union: Evolution and Implications of Foreign Direct Investments' graded with 10.

BACCALAURÉAT DIPLOMA, 9.90/10

Sfantul Sava National College | 2014 - 2016 | 9.90/10

I was awarded with one of the royal scholarships for the most meritorious, hard-working and committed to achieving extraordinary results students in high-school.

MATHEMATICS AND INFORMATICS

Radu Negru National College | 2012 - 2014

Head of the Students' Council, leading a team of 14 people in order to organize curricular and extracurricular activities for the students' personal development, increasing the opportunities for students by 80%.

VOLUNTEER EXPERIENCE

MEMBER OF EXECUTIVE BOARD

Volunteers for Ideas and Projects| June 2017 - June 2018

As the Manager of the International Affairs community, I was part of the Executive Board of the Organization, working together with a team of 12 people in order to build and implement the mid-term strategy of the organization, while defining the long-term one. We managed the internal processes for optimal organizational results, being actively involved in the decision-making process. We were in charge with proving the growing direction of the organization.

In terms of results, during our mandate, we as a team managed to increase the retention rate by 20% compared to the previous year and impact more than 500 professional youngsters with our projects and initiatives.

COMMUNITY VOLUNTEER

The Duke of Edinburgh's Award, October 2014 - July 2015

DELEGATE

European Youth Parliament | November 2014 - December 2015

ENGLISH TEACHER FOR CHILDREN IN CARE HOMES

Shakespeare School, October 2014 - June 2015