



ANA MARIA ANDREI

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Professional Profile

I have over 20 years of experience as a manager, coordinating teams and complex projects at national and international level. My professional interest has expanded toward the field of transactive memory systems (TMS), organizational culture, and declared versus practiced values. My doctoral research helped me explore the impact of TMS and organizational values on team performance and organizational sustainability.

I firmly believe that applying this knowledge can directly contribute to increasing efficiency, innovation, and employee retention. My goal is to bring research results into the business environment to support team performance and competitiveness.

Education

National University of Political Studies and Public Administration (SNSPA)	Bucharest, România
Postgraduate studies: PhD Candidate, Doctoral School in Management	2020 - Present
<i>Thesis: The transactive memory system as a strategic management resource</i>	
Danubius University	Galați, România
Bachelor's Degree in Law, Law School	1998 - 2002
"Mihail Kogălniceanu" Theoretical High School	Galați, România
High school studies: Specialization in Computer Science	1994 - 1998

Published Articles

Review of International Comparative Management, 26 (3), 591-500. TMS in communication oriented cultures <i>Andrei, A. M.</i>	2025
Journal of Public Administration, Finance and Law, 31, 541-552. Transactive memory systems: a bibliometric analysis. <i>Andrei, A. M.</i>	2024
Management Dynamics in the Knowledge Economy, 9(3), 393-403. Teleworking, team work and transactive memory during the COVID-19 outbreak. <i>Andrei, A. M.</i>	2021
EUFIRE 2021. Pandemic Challenges for European Finance, Business & Regulation. Organizational values and communication as levers of support and integration of the expertise of remote workers during the Covid-19 Crisis. <i>Andrei A.G., Danilet M, Zait A, & Andrei A.M.</i>	2021
BMJ Quality & Safety, 19(1), 60-64. Teamwork behaviours and errors during neonatal resuscitation. <i>Williams, A. L., Lasky, R. E., Dannemiller, J. L., Andrei, A. M. & Thomas, E. J.</i>	2010

International Conferences

International Conference “Challenges and Opportunities for a sustainable Development” (20th edition, May 30-31, 2024). Exploring the correlation between transactive memory system and organizational values and culture: a bibliometric analysis. <i>Andrei, A. M.</i>	2024
STRATEGICA International Conference 2022 (10th edition, October 20-21, 2022). The impact of interacting with virtual assistants on the overall satisfaction. <i>Mariciuc, D F. & Andrei, A. M.</i>	2022
STRATEGICA International Conference 2022 (10th edition, October 20-21, 2022). Team effectiveness and TMS in relationship with organizational values. <i>Andrei, A. M.</i>	2022
STRATEGICA International Conference 2021 (9th edition, October 21-22, 2021). Organizational values and communication as levers of support and integration of the expertise of remote workers during the covid-19 crisis. <i>Andrei, A.G., Danilet, M., Zait, A., & Andrei, A. M.</i>	2021
STRATEGICA International Conference 2021 (9th edition, October 21-22, 2021). The impact of telework on teamwork performance and TMS on knowledge teams during the COVID-19 outbreak. <i>Andrei, A. M.</i>	2021

Courses

Research Methods in Social Sciences — National University of Political Studies and Public Administration (SNSPA), Bucharest
Strategies and Processes of Management and Innovation — National University of Political Studies and Public Administration (SNSPA), Bucharest
Vision Science — Rice University
Biostatistics in Cognitive Science — Rice University
Cognitive Psychology — Rice University
Organizational Psychology — Rice University

Projects

HEI Consortium Responsible Innovation-Led Entrepreneurial University Transformation Centres (Ecosystem Integration Labs) – RiEcoLab <i>Doctoral research assistant.</i> Training content creation.	2021
Management Dynamics in the Knowledge Economy <i>Doctoral editorial assistant</i>	2020-2023

MDKE (Management Dynamics in the Knowledge Economy) an open-access quarterly academic journal with double-blind peer review, indexed in multiple academic databases (BASE, Cabell's, DOAJ, Index Copernicus, EBSCO, ERIH Plus, ProQuest, RePEc, Ulrich's).

Rice University - Team behaviour and error management in neonatal emergency resuscitation. 2004-2006
Research assistant
Project funded by the Agency for Healthcare Research and Quality (AHRQ)" - AHRQ grants 1P01HS1154401 and U18HS1116401

Rice University - InVision Lab 2003-2006
Research assistant
InVision Lab Project – project on The development of selective visual attention, funded by NIH (NICHD grant R01 HD32927 to James Dannemiller).

Professional Experience

VEO Worldwide Services Iași, România
Branch Manager 2016 - Present

- Increased operational efficiency and monitored KPIs and key HR indicators..
- Recruitment, performance management, and team development.
- Ensured compliance with local regulations and foster a performance-driven culture.
- Collaborated with international teams for continuous workflow optimization.

Provident Financial Iași, România
Regional Administrative Manager 2013 - 2016

- Supervised 8 administrative teams across multiple regions
- Recruitment, motivation, performance management, and team development.
- Designed and implemented operational procedures and digital tools to increase efficiency.
- Audited administrative teams activity to ensure compliance and efficiency.
- Proposed and implemented projects to reduce operational costs..

Provident Financial Iași, România
Office Manager 2008 - 2013

- Coordinated the administrative team and managed daily operations.
- Recruited and trained new team members, aligning team objectives with company priorities.
- Monitored data accuracy, managed supplier relations, and implemented internal policies.
- Opened offices in Suceava and Vaslui, including full administrative infrastructure setup.

AB PLUS Iași, România
Customer Care Manager 2007 - 2008

- Organized, coordinated, and optimized department activity.
- Developed workflow procedures.
- Recruited, trained, and evaluated department staff.
- Managed crisis situations and contracts with VIP clients.

Rice University Houston, SUA
Lab Manager 2003 - 2006

- Managed daily laboratory operations.
- Budgeting, project monitoring, and external relations.
- Developed and implemented web tools for recruitment and research databases.

CrisTrans
Logistics Operations Manager
• Managed client relations, suppliers, and contracts.

Iași, România
2003

Sisnet
Sales representative

Galați, România
1999 - 2002

Training		
Coaching		București, România
People Management		București, România
Situational Leadership		București, România
Motivation Theory		București, România
Change Managementul		București, România
Giving and receiving feedback		București, România
Influence & Negotiation		București, România

Skills

Strategic HR Partnership | Talent Lifecycle Management | Conflict Resolution & Risk Mitigation | Performance Management | Stakeholder Relationship Management | Team Coaching | Employee Engagement | Transition Management

Language Skills

Romian Native ●●●●●

English Proficient ●●●●●

French Intermediate ●●●●●