



SHORT-AND-SHARP STRATEGIC
WORKSHOPS WITH CRISTINA MUNTEAN,
FOUNDER & CEO, VORNICA®

When it's the last time you sent your people to a proper skill gym? This is exactly what our masterclasses are: 4-hour learning and mindset-stretching gyms that will give your people the knowledge and the skills they need in order to feel up-to-date, fresh, and ready to perform outstandingly for your organization.

WHY DO YOUR PEOPLE NEED OUR MASTERCLASSES?

- Our world is shifting into a skill-based economy
- According to the World Economic Forum's *Future of Jobs Report 2020*, by 2025, the time spent on tasks at work by humans and machines will be equal
- This means your people need new skills
- Your people don't have ages or tens of thousands of euro to spend on training
- What they need are short-and-sharp transformative formats that will blow their mind and restore their confidence that they can face the future with dignity, retain their jobs, make a solid living, and contribute robustly to your company success.

LET US HELP YOU ACCELERATE YOUR PEOPLE'S CRITICAL HIGH PERFORMANCE SKILLS

Continue reading to see how we can create value for your organization by accelerating your people's knowledge and skills with effective training, the latest data and trends, fresh perspectives, and essential conversations on the topics that are top-of-the-mind for us all.



IMPACTFUL MASTERCLASSES FOR YOUR ENTIRE WORKFORCE

Here is a complete overview of the 4-hour masterclasses we can tailor and provide for your entire employee population:

1. **STRATEGIC THINKING.** When AI opportunities flood your organization, you will need people who are able to recognize your strategic priorities and to design cost-effective strategies leading to your sustainable digital success.
2. **DEEP WORK.** How can your people turn off noise so they can truly focus on the right priorities and deliver their best results for you and your company?
3. **STRATEGIC FEEDBACK.** Most companies are lagging behind in making strategic feedback a hallmark of learning, progress, and a humane and innovative organizational culture. Don't be one of them.
4. **PSYCHOLOGICAL SAFETY FOR MANAGERS.** How can we create, drive, and retain a high level of psychological safety in our teams and work relationships so we all can bring our best to work and deliver peak results?
5. **DRIVING TRUST.** Trust is the foundation of motivation and engagement. What is the secret formula for nurturing more trust among your people so you can focus your time on driving results, not on backstabbing and toxic conflict?
6. **COACHING SKILLS FOR MANAGERS.** One of your essential jobs as a manager is to elevate your people for high performance and their next roles. Do you really master the art of asking powerful questions that will blow your people's minds wide open, activate their appetite to learn and grow, ignite their excellence, and turn you into an exceptional leader?



7. **MENTORING SKILLS FOR MANAGERS.** Far from knowledge-transfer freestyling, mentoring is a complex skill that can make or break your career and the performance of your team. Learn mentoring skills from a globally recognized professional mentor and make sure you embody the best of mentoring at work.
8. **DEEP LISTENING.** Learn to master the secret power of deep, complex, and nuanced listening that will allow you to get through to any stakeholder and to develop long-term beneficial and empathetic relationships with anyone.
9. **CHALLENGING CONVERSATIONS.** From entry level to CEO you will face challenging conversations in-person and online at work every day. Are you ready to turn them into an opportunity to restore relationships, drive alignment, and achieve more together?
10. **EFFECTIVE VIRTUAL AND HYBRID MEETING FACILITATION.** It is unacceptable how many managers engage in meeting facilitation without ever having gone through a professional meeting management training. Don't let your managers drown in meetings and people dynamics. Save money, time, and your people's sanity by investing into their quality meeting facilitation skills.
11. **ASYNCHRONOUS COMMUNICATION DONE RIGHT.** The future of work is online. As more and more organizations embrace AI tools that make asynchronous collaboration vital, helping your people to know how to communicate effectively in an asynchronous environment is a direct investment into your better future.
12. **TEAM BRANDING.** Your teams deserve to be seen. Let us help your team leaders learn how they can brand their teams for success, visibility both in an in-person and virtual work environment, and for a major impact on your organization.



Is there a topic relevant for you and your people that you don't see covered above? Send Cristina a direct email at

Cristina.muntean@vornica.com

and we will do our best to help you drive learning and success in relation to your particular focus of interest in people development.

IMPACTFUL MASTERCLASSES FOR YOUR EXCEPTIONAL WOMEN

Training your entire workforce is an honor for us. Training your exceptional women, including your women leaders on track for top leadership, is the ultimate privilege that directly nurtures our company's mission: to triple the number of women CEOs in Europe by 2030. This is why we pay specific attention to the topics and content of masterclasses designed exclusively for women at work.

- 1. STRATEGIC THINKING FOR WOMEN LEADERS.** While strategic thinking is a challenge for everyone, this becomes even more relevant when you combine the lack of strategic thinking habits with the systemic pattern of operational focus that is so close to many women. How to get above and beyond operational thinking and how to drive strategic initiatives across the entire organization like a queen? This is the topic of this masterclass.
- 2. TIME, ATTENTION, AND PRIORITY MANAGEMENT FOR WOMEN LEADERS.** Closely related to strategic thinking, this masterclass helps your women cut through the noise, recognize their 10 000 EUR tasks, and slay the risk of exhaustion and burnout by focusing explicitly on the activities that will have the highest long-term impact on your company and on their success.
- 3. DELEGATE LIKE A QUEEN.** This workshop goes to the root cause that prevents good delegation, and it shows women that delegation is no safety risk or abdication from our responsibilities, but a smart way to free our hands while driving the strategic development of our people.
- 4. ENERGY MANAGEMENT FOR WOMEN LEADERS.** This masterclass gives your women a proven tool that will help them measure their energy holistically so they can stay productive and motivated at work long-term.
- 5. TALKING TO MEN - STRATEGIC FEEDBACK FOR MALE STAKEHOLDERS.** This special masterclass is the essence of our executive development program TALKING TO MEN – STRATEGIC STAKEHOLDER MANAGEMENT FOR CAREER GROWTH. In 4 hours we will address the topic of giving feedback to and receiving feedback from male stakeholders that will enable your women to turn any male stakeholder into a dedicated long-term ally.
- 6. BOUNDARIES – MAKE FRIENDS WITH SAYING NO.** The word NO has a tremendous transformative power. When used wisely it can increase your respect in the eyes of your stakeholders, turn you into a role model, and protect your boundaries and energy so you can focus on your key priorities.



7. **IMPOSTOR SANITY – TURN SELF-DOUBT INTO YOUR BEST ALLY.** Risk adversity is a secret power that, if used wrong, can keep us women trapped and lagging behind. On the other hand, when we make friends with doubt we become unstoppable. Companies with more women in top leaderships consistently perform better in terms of risk management and corporate governance. Those premium fruits start with a simple thing: learn to turn doubt into an inner ally.
8. **STRATEGIC NETWORKING FOR WOMEN LEADERS.** Effective elegant networking has never been simple, mainly for introvert women. Add to this the complexities of online relating and you can see why networking has become even more intricate and challenging nowadays. Let us show your women how to use smart in-person and online networking tactics that will help them build solid internal alliances that will be the key for their success and career growth.
9. **PANEL DISCUSSIONS FOR QUEENS.** One of the simplest ways to make your women outstandingly visible is to have them speak in or moderate panel discussions. Both skills come across as relatively simple. Yet, behind a successful panel delivery there is the art of knowing when to speak and how to speak. Allow us to turn your women into exceptional representatives of your organizations who can shine and master any panel interaction.
10. **HOW TO GIVE A GOOD INTERVIEW.** Last but not least, we can train your women on how to give an outstanding podcast / video / audio / radio / TV interview. Allow us to handle the psychological safety and strategic communication skills issues that hold women back from being more visible in the media that matter to them – and to your organization.



CURIOUS ABOUT THE QUALITY OF OUR TRAINING?

Visit our virtual training academy [THE VORNICA ACADEMY](#). In it you will find our collection of video courses that tackle the majority of the topics offered to you for masterclasses.



HOME COURSES DEVELOPMENT PROGRAMS COMMUNITY LIBRARY INTERVIEWS ABOUT SUPPORT VORNICA.COM   

VIDEO COURSES

Welcome to our special vault of knowledge. Below you can find our unique collection of video courses on current and relevant topics for women leaders. Take a look and choose the right video course, so you can start drinking immediately from the firehose of knowledge and experience accumulated by VORNICA® in over 13 years of strategic communications, emotional intelligence, and leadership development.



STRATEGIC THINKING FOR WOMEN LEADERS

EMBRACE THE ONE THE META-SKILL THAT WILL PUT YOU IN POLE POSITION FOR OUTSTANDING LEADERSHIP IN YOUR WORK, CAREER, ORGANIZATION, AND LIFE

[READ MORE](#)

227 EUR

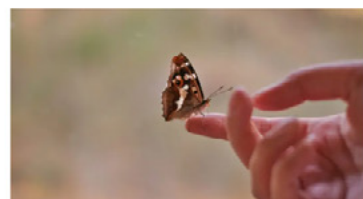


TIME, ATTENTION, AND PRIORITY MANAGEMENT FOR BUSY WOMEN LEADERS

MASTER YOUR TIME, OWN YOUR AGENDA, AND ELIMINATE ALL DISTRACTIONS THAT KEEP YOU AWAY FROM YOUR HIGHER PURPOSE AND REAL POSITIVE IMPACT ON OUR WORLD

[READ MORE](#)

197 EUR



GUIDING PEOPLE THROUGH CHANGE

MASTER THE HUMAN ASPECTS OF CHANGE MANAGEMENT AND THRIVE AS A LEADER IN A WORLD IN CONSTANT TRANSFORMATION

[READ MORE](#)

197 EUR



THE DISTRIBUTED MINDSET

LEARN HOW TO WORK, LEAD, AND DRIVE HIGH PERFORMANCE IN THE POST-PANDEMIC REMOTE-FIRST AND HYBRID WORK ENVIRONMENT.

[READ MORE](#)

227 EUR

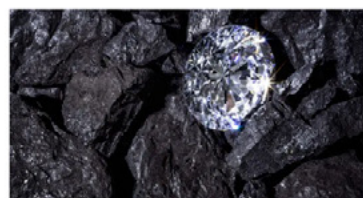


YOUR STORY, WELL TOLD

MASTER THE SKILL OF STRATEGIC STORYTELLING IN BUSINESS AND LEADERSHIP SO YOU CAN PUT FIRE UNDER YOUR VISIBILITY, INFLUENCE, IMPACT, AND FASTER CAREER GROWTH.

[READ MORE](#)

197 EUR



SHINE LIKE A DIAMOND!

BUILD A PERSONAL BRAND SO VISIBLE, REMARKABLE, AND CONVINCING THAT IT WILL TURN YOUR CAREER GROWTH INTO THE C-SUITE INTO A WALK THROUGH A GARDEN OF ROSES.

[READ MORE](#)

227 EUR



WHO SHOULD ATTEND OUR MASTERCLASSES?

Our 4-hour tailor-made masterclasses are ideal for:

- ✓ Anyone in your employee population whom you aim to develop in the given skill.
- ✓ First-time managers – women and men alike.
- ✓ Established managers in need of refreshing / upgrading their skills.
- ✓ The women across your organization and in your female talent pool whom you want to see behaving with more self-confidence and delivering outstanding performance in the workplace.

HOW DO OUR MASTERCLASSES WORK?

Our masterclasses are 4-hour long intensive skill development formats that include:

- ✓ Up to **15% lecture** and knowledge transfer.
- ✓ Up to **65% concrete skill development / training**. Together we engage in numerous simulations, both in large groups and in separate breakout rooms.
- ✓ Up to **20% individual and groups reflections**, experience exchange and Q&A.

YOUR INVESTMENT INTO OUR MASTERCLASSES

Our 4-hour virtual masterclasses cost **4 000 EUR**.

This price does not include VAT. The price is valid regardless of the number of participants in the training group (minimum 6, maximum 16).

DETAILED INVESTMENT FOR A GROUP OF 16 PEOPLE:

- ✓ 4 000 EUR / 16 participants = 250 EUR / participant / 4-hour masterclass.

MASTERCLASS LOGISTICS

- **WHEN:** Whenever you decide to conduct the masterclass + function of our time availability.
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- **WHERE:** Virtually / online, ideally via Zoom or via a selected virtual platform of your choice.
 - **NOTE:** We can deliver our 4-hour masterclasses in person, too, but their cost will be 4 times higher for you. Equally, their impact will be lower. On the other hand **our virtual online masterclasses have a 100% higher impact** on your people's real skill development thanks to the fact that they can **attend the training from anywhere** / aka a location where they feel rested, safe, and open to learn, and thanks to the fact that **we can record them** so your people can go back and rewatch them anytime they choose in the future. More, **you save money on physical location rental, food, beverages, trainer transport and accommodation** and more. All in all, intensive virtual masterclasses are the ideal format for a quick skill upgrade for you and your people.
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- **WHAT TIME:** Our masterclasses are run ideally from 8.00 to 12.00 (alternatively from 9.00 to 13.00) or from 12.00 to 16.00 (alternatively from 13.00 to 17.00 / 14.00 to 18.00) with two 15-minute breaks.
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- **HOW MANY:** Our masterclasses are ideal for groups made of minimum 6 and maximum 16 people.
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- **LOGISTICS:** A list of emails of the participants, access to the virtual training platform, quality sound and video systems (we work with our cameras on during the whole masterclass), 4 hours of uninterrupted focus – no multitasking during our training sessions. We retain the right to invite participants out of the training room if we perceive them to have a split focus during our masterclass.
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- **OPTIONS:** The masterclasses can be conducted in English, Czech, and Romanian, with a special option for French.



YOUR MASTERCLASS TRAINER - CRISTINA MUNTEAN

Cristina Muntean is the founder and CEO of [VORNICA®](https://vornica.com), a remote-first company on a mission to triple the number of women CEOs in Europe by 2030. Cristina is also the founder of [THE CEO ELEVATION CIRCLE](https://theceoelocationcircle.com), a global community of women leaders on track to grow in their careers into the C-Suite and beyond.

A former business journalist turned people and organization developer, Cristina is a **European-level recognized expert in leadership development, mentoring, and female talent pipeline management**. She works with TOP 500 leaders in Europe and beyond on the essential questions of our times, from how to avoid burnout, experience more purpose at work and achieve life-work integration, to how to manage one's career and reputation strategically, how to engage stakeholders in complex business ecosystems, how to close the ever-widening digital gap, and how to drive prosperity for companies and communities alike.

Born in Romania, raised in the Czech Republic, and currently living in and working remotely from Madeira, Portugal, Cristina is a published book author, relentless innovator, and courageous reflective partner for entrepreneurs and corporate CEOs. She provides her services in English, Czech, French, and Romanian – her mother tongue.



MAP YOUR OPTIONS - BOOK A CALL TO DISCUSS YOUR SPECIFIC NEEDS

How do you feel about our masterclasses?

Do you have any questions that we may answer for you?

You can always reach out with trust via email at Cristina.muntean@vornica.com

or even faster via WhatsApp at +420 776 574 925. If you would like
us to discuss your specific needs, dates, and next steps, please
book a short and informative live call here and let's talk.

<https://calendly.com/cristinamuntean/30-minute-organization-development-exploration-call>

LET'S GIVE YOUR PEOPLE THE SKILLS, INSPIRATION,
AND SUPPORT THEY DESERVE SO THEY CAN GROW,
IMPROVE, THRIVE, AND CONTRIBUTE TO THE LONG-TERM
SUCCESS OF YOUR ORGANIZATION.

MASTERCLASS

