



INTENSE AND TRANSFORMATIVE UPSKILLING  
PEOPLE DEVELOPMENT PROGRAMS WITH  
CRISTINA MUNTEAN, FOUNDER & CEO, VORNICA®

How would you feel if you put your best people into a real transformative development program for a few months and then you saw them emerging on the other side deeply changed, more self-confident, fully owning a new skill, with mindsets rich with opportunity, and eager to contribute positively to their teams, your organization, and our society for years to come? This is exactly the promise of our intense and transformative people development programs that we bring to your attention today.

## WHY DO YOUR PEOPLE NEED **UPSKILLING**?

- We are 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
- Equally, in the AI era, your people need to sharpen their creative human skills that will keep them employed and useful for years to come • Immerse your people into our transformative development programs that will blow your people's minds wide open and restore their confidence that they can face the future with dignity, retain their jobs, make a solid living, and contribute to your company's long-term success.

## COMPLEX DEVELOPMENT PROGRAMS FOR **YOUR ENTIRE WORKFORCE**

Here is a complete overview of THE VORNICA BREAKTHROUGH® complex and robust upskilling programs that we are happy to put to the service of your entire employee population.

### **DISTRIBUTED LEADERSHIP.**



Time and location-flexible work is on track to become a constitutional human right worldwide. Yet, as we see in 2022-2024 with the push for RTO mandates, we are far from being brilliant distributed leaders. Feel free to leverage more than 10 years of experience working and teaching hybrid and remote leadership to top organizations in Europe. Give your people the awareness, knowledge, tools, and skills to work and lead with ease in a truly flexible environment that will serve everyone – including you and your stakeholders.

**Length:** 20 hours - 5 4-hour virtual modules.

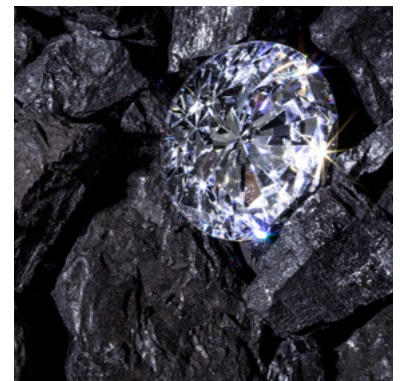
**Number of people:** Minimum 8, maximum 24.

### **PERSONAL BRANDING FOR LEADERSHIP AND CAREER GROWTH.**

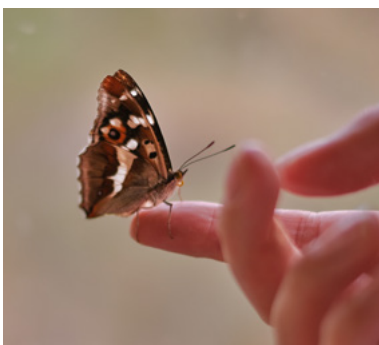
Even though we have made major strides in personal branding for professionals over the last decade - as shown by LinkedIn's monumental growth, we are still far from full ownership of our own personal communication strategies and from the potential that quality, mindful, intentional personal branding could have on people, team and company cultures, hiring, faster career growth tracks, and on your overall results. Allow us to take your people through a complex development program that will transform their mindset around personal communications and turn them into shining brands and distinguished, reliable ambassadors of your company.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.



### **GUIDING PEOPLE THROUGH CHANGE.**



Many people confuse transformation with change. In our program we will not only clarify the difference between the two, but we will also show you exactly how to support and guide people regardless of their attitude to change. From tempering excessive enthusiasm to converting even the most hard-core opposants, this development program will give your people the knowledge, understanding, tools, system, and skills necessary to guide anyone through change no matter how complex. Our focus on coaching and mentoring people through change will support your people and give you a fighting chance to make sure that your change efforts won't go down the drain.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 4, maximum 16.

## PSYCHOLOGICAL SAFETY FOR TOP PERFORMANCE AND TRANSFORMATION.



Everyone knows it – psychological safety is the key to high performance for individuals, teams, and organizations. So, how come we are still beating around the bush in companies without finding solid ways to bring psychological safety to the very core of our organizational practices? What can your people do to recognize how they create – or violate – psychological safety, and what could each and every one of your managers and employees do more to nurture psychological safety and thus send your performance through the roof? These will be the questions we will address and answer in this development program.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.

## UNCONSCIOUS BIAS MANAGEMENT.

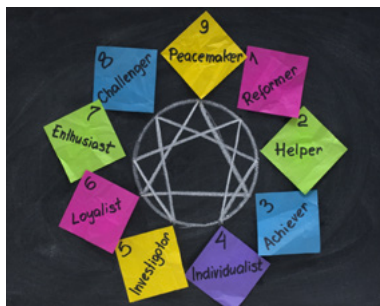
Unconscious biases are nothing more but the manifestation of an un-reflected immature personality that poses a threat to itself and to everyone around it. More than a topic to address in a quick workshop, then hope it will fix by itself, our complex and robust development program takes your people through the impact of bias on ourselves and those around us, and works with participants at the delicate level of expanding self-awareness and shifting behaviors in a way that powers openness, curiosity, inclusion, respect, and partnership firmly grounded in our complex humanity.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.



## EMOTIONAL INTELLIGENCE WITH THE ENNEAGRAM.



The Enneagram is the most complex, powerful, and robust system of people and personality development available on the market right now. This development program will take your people through a thorough understanding of the Enneagram and of their own personality types, and it will cast light on the impact our personality structures can have on our work, productivity, communication, and leadership styles.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.

## MEDIA TRAINING AND CRISIS COMMUNICATIONS.

Last but not least, let's upskill your people in the most challenging communication skills there are: talking to external stakeholders during peace or "during war," aka during crisis communications. This program marries the latest insights into emotional intelligence and the way we can hold our ground when confronted with challenging stakeholders – financial reporters, investors, stakeholder representatives etc. Let us take your people through a thorough training chockfull of interview stimulations that we will debrief in detail, thus leading to an accelerated upskilling of your people in these critical areas.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 4, maximum 8.



## COMPLEX DEVELOPMENT PROGRAMS FOR **YOUR EXCEPTIONAL WOMEN**

Upskilling your entire workforce is an honor for us. Working with your exceptional women, on the other hand, including your women leaders on track for top leadership, is the ultimate privilege that directly nurtures our 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 the breakthrough development programs that we put to the service of your women.

**SPECIAL NOTE:** All the development programs above can be tailor-made for women development only. However, we also have three programs that we dedicate specifically to women.

### TALKING TO MEN - STRATEGIC STAKEHOLDER MANAGEMENT FOR LEADERSHIP AND CAREER GROWTH.



This complex and robust development program takes your women through a thorough self-reflection on cross-gender communications. We learn why our personal history can impact our style of relating and communicating with men today; we also map our stakeholders and develop robust strategies of stakeholder engagement for personal, team, and career success. Last but not least, we train talking to men in challenging circumstances – when providing them with feedback, when running hiring or exit interviews etc. By the end of this development program your women will emerge on the other side self-confident and capable of turning ANY male stakeholder into a dedicated long-term ally.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.

### EMOTIONAL AGILITY – RESILIENCE AT WORK.

When we, women, are constantly confronted with double standards at work, the emotional toll taken on us is tremendous and it should be recognized. This robust development program shows women how to turn emotions into their best allies from A to Z. We learn how our brain works and why we experience emotions; we expand our emotion identification vocabulary and our repertoire of emotional self-mastery through inspired behaviors. We discuss and learn to navigate highly emotional topics and situations at work – our biology and aging, being belittled or having our results belittled, mansplaining etc. At the end of this robust development program your women will know exactly how to master their emotional energy so they can harvest emotions in order to power and drive outstanding breakthroughs in their lives and in your organization.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 8, maximum 24.



### STORYTELLING FOR WOMEN LEADERS.



The whole foundation of VORNICA® is grounded in storytelling; in fact, the very word VORNICA means woman storyteller. Far from being an innate skill that we either have or we don't, storytelling can actually be learnt. Once learnt, this meta-skill can make the difference between empty coffeshop chats and outstanding, inspired leadership delivered at scale. Allow us to take your women through a robust development program that will get storytelling under their skin so you and your organization can benefit from better, inspiring communications AND from having more women ready to lead from the top.

**Length:** 20 hours - 5 4-hour virtual modules.

**Number of people:** Minimum 4, maximum 12.



## HOW DO OUR DEVELOPMENT PROGRAMS **WORK?**

Our VORNICA BREAKTHROUGH® development programs are 20-hour long upskilling formats that include:

- ✓ Up to **20% lectures** and knowledge transfer.
- ✓ Up to **50% concrete skill training** / development. We engage in a lot of simulations, both in large groups and in breakout rooms.
- ✓ Up to **30% individual and groups reflections** and Q&A.

## WHO SHOULD ATTEND OUR DEVELOPMENT PROGRAMS?

Our 20-hour long transformative development programs are ideal for:

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



## PROGRAM LOGISTICS

- **WHEN:** Whenever you decide to conduct the development program + function of our time availability.
- **WHERE:** Virtually / online via Zoom or a selected virtual platform of your choice.
  - **NOTE:** We can deliver the 20-hour (three-day) development programs in-person, but this will cost you 4 times more. Equally, their impact will be lower.
  - **Our online development programs have a 100% higher impact** on your people's real skill development thanks to the fact that **the program is split in time**, with convenient 1 to 3 weeks between modules that allow people time to reflect, digest, read extra-literature, and train their newly acquired skill; also thanks to the fact that people can **attend the training from anywhere** / aka a location where they **feel rested, safe, and open** to learn; thanks to the fact that our 4-hour formats are bearable and easily embeddable in a challenging daily workload; and also thanks to the fact that **we can record them** so your people can go back and rewatch them in the future anytime they choose.
  - More, with our online training you **save money on physical location rental, food, beverages, trainer transport and accommodation** etc. All in all, virtual development programs are the ideal format for you and your people.
  - **SUPPLEMENTARY NOTE:** If you do want to organize in-person people development programs, we encourage you to consider our team / group development retreats lasting 3 days and longer. Please send us an email at [Cristina.muntean@vornica.com](mailto:Cristina.muntean@vornica.com) if you have questions in this regard.
- **WHAT TIME:** Our development programs are delivered in 4-hour module installments, which 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. For an optimal learning experience we recommend a minimum of 1 week and a maximum of 3 weeks break between modules.
- **HOW MANY:** Our development programs are ideal for groups made of minimum 4 and maximum 24 people. The number of people varies function of the number of training simulations necessary to secure the real skill development. See detailed recommendations above in connection with each development program topic.
- **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 the whole time), 4 hours of uninterrupted focus – no multitasking during our training sessions. **We retain the right to invite participants to leave the training room** if we perceive them to have a split focus during our work together.
- **OPTIONS:** The development programs can be conducted in English, Czech, and Romanian, with a special option for French.



## YOUR INVESTMENT INTO OUR DEVELOPMENT PROGRAMS

Our 20-hour people development programs cost **20 000 EUR**.

This price does not include VAT and it is valid regardless of the final number of participants in the training group (minimum 4, maximum 24).

### DETAILED INVESTMENT FOR A GROUP OF 16 PEOPLE:

- ✓ 20 000 EUR / 16 participants = 1 250 EUR / participant / 20 hours of premium upskilling and people development.



## YOUR BREAKTHROUGH PARTNER - 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 intense upskilling people development programs?

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](mailto: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 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 NEED SO THEY CAN GROW,  
IMPROVE, THRIVE, AND CONTRIBUTE TO THE SUCCESS  
OF YOUR ORGANIZATION LONG-TERM.

LET'S GIVE YOUR PEOPLE THEIR NEXT  
**BREAKTHROUGH**