

Corina Elena Ghițău

*Organizational Development Manager, International Innovation Master
Facilitator, Coach, Organizational Psychologist, Experience Designer,
Keynote Speaker*



Summary:

Dual consultancy and in-house experience, leading the Organizational Development function and processes, driving HR innovation and strategic evolution towards human-centricity, new mindsets and ways of working.

Supporting companies innovate their internal environment, people management and HR ecosystem through customized processes and programs, executive coaching, innovation facilitation, design thinking, HR advisory.

Professional Experience:

- 09.2019 – present **Organizational Development Consultant, Coach, Innovation Facilitator**, freelance
- 06.2016 – 09.2019 **Organizational Development Manager**, Orange Romania
- 06.2015 – 06.2016 **HR Business Partner**, Orange Romania
- 12.2014 – 06.2015 **HR Employee Experience Manager**, Orange Romania
- 06.2014 – 12.2014 **Program Manager - Talent Management Europe**, Orange Europe, Paris
- 05.2013 – 05.2014 **Talent Management Consultant**, Orange Poland, Warsaw
- 06.2009 – 09.2013 **Talent & Organizational Development Consultant**, Orange Romania
- 02.2006 – 06.2009 **HR Project Manager**, Orange Romania

Professional certifications:



Certified Transformational Coach
by Coach Masters Academy
2020

CIPD **Advanced Level Award in
Organisation Design and
Development** qualification
by CIPD London
2012

SHL **Certified Assessor and AC/DC
Designer**
SHL UK
2010



**Certified FORTH Innovation
Master Facilitator**
by Gijs von Wulfen
2017



Transactional Analysis
Yorkshire Training Centre
International
2009-2013

09.2020 - present: OD CONSULTANT, COACH & INNOVATION FACILITATOR

Role:

- acting as an external Organization Development Agency for companies in CEE region from different industries
- team and individual coaching for senior leadership teams

06.2016 – 09.2019: Organizational Development Manager, Orange Romania

Role:

- Leading 7 senior OD professionals, PMs and internal communication experts
- Proposing the OD strategy at the company level
- Designing, planning and implementing HR processes, programs and interventions: Wellbeing & Organizational Health, Talent Management, Performance Management, Job Evaluation, Employer Brand, Engagement, Organizational Culture, International Social Barometer, Ethics and Compliance, Internal Coaching, Career Counselling, HR Communication and any new program deployed at the group level or as a local HR initiative

Main achievements:

- Launched a unique project in Romania – Employee Segmentation & Personas as a foundation for personalizing HR programs and building an HR employee centric approach – best innovative HR project award in HR Club Gala 2019
- Reshaped the Performance Management process by facilitating on Design Thinking and FORTH methodologies a transversal team from all departments (3 months)
- Facilitated a transformative interns development program, using the Stanford "Wayfinders" methodology – best innovative recruitment project award in HR Club Gala 2020
- Facilitated a cross-countries project team to build a proposal for Europe Career Path – 5 countries
- Introduced the Design Thinking methodology in HR
- Key-note speaker:
 - "Innovate the Performance Management System", Airbus, Toulouse, 2019
 - "Redesigning HR", Human Telex Consulting Conference, Budapest, 2019
 - "People-centric HR", CCC Annual Convention, Berlin, 2019
 - "When employees design their own experience", Design Thinking Forum, Bucharest 2018
 - "Bring on the HR Transformation", Design Thinking Forum, Bucharest, 2017

06.2015 – 06.2016 HR Business Partner, Orange Romania

Role: act as an HR manager for the Customer Service Department

12.2014 – 06.2015 HR Employee Experience Manager, Orange Romania

Role:

- built the frame of Employee Experience in HR
- implemented marketing tools in the HR way of working (employee journeys, voice of employees, no process launched without involving employees in the design)

05.2014 – 12.2014 Project Manager-Talent Management Europe, Paris - 6 months international mission

Role: act as an internal consultant & project manager to build the Talent Management Framework for Europe division (8 countries) and align the local talent processes in Europe countries

09.2013 – 05.2014 Talent Management Consultant, Orange Poland (20k employees), Warsaw - 6 months international mission

Role:

- acting as an external consultant to diagnose and redesign the Orange Poland talent process
- talent framework redesign

06.2009 – 09.2013 Talent & Organizational Development Consultant

Role:

- designing and coordinating of the talent management process for the entire company;
- wellbeing program as a stress management initiative- awarded best practice in Romania;
- 360-degree feedback for management population;
- assessment and development centers;
- employee climate and engagement survey and results improvement initiatives for the entire company
- developed a customized Talent Management process
- implemented a 700k euros EU funds talent development program for 450 employees

02.2008 – 06.2009 HR Project Manager

Role:

- designing and coordinating of the employee climate and engagement survey and results improvement action plan for the entire company
- managing the recruitment projects within the commercial area

Professional training:

2020	Certified Transformational Coach , by Coach Masters Academy
2019	Systemic Coaching Fundamentals, Coach Training – Alain Cardon MCC
2018	Individual and group patterns, Metasystem Coaching – Alain Cardon MCC
2017	Forth Innovation Certified Facilitator & certification as Master Facilitator , Gijs van Wulfen, Netherlands
2017	Experience Design , The College of Extraordinary Experiences, Poland
2016-2019	Advance Mindfulness and Meditation trainings in India and Europe
2012	Advanced Level Award in Organization Design and Development qualification / CIPD London

- 2010-2014 Professional Training in **Transactional Analysis** / Yorkshire Training Centre
International & Romanian Association of Transactional Analysis
- 2010 **LSI & GSI**, individual and group diagnostic tools / Human Synergistics
- 2010 Design and implementation of **assessment and development centres** / SHL UK
Assessor training for assessment and development centers / SHL UK
- 2009 **BrainPerform-Decision Making in uncertain situation** / Synergon Consulting
- 2009 **Talent Management and Succession Planning** / CODEX CIPD
- 2009 **Predictive Index** – behavioral diagnosis tool / Praendex International
- 2008 **Advanced Project Management** - PMI / Arcadia Consulting
- 2008 **Job Grading Methodology** / Watson Wyatt
- 2006 **Organizational Behavior** / Seneca College
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Formal education:

- 2005 – 2007 Master, Organizational Psychology and Human Resources (University of Bucharest)
MSc Thesis: "The perceived organizational agents support and the turnover intention: the
mediating role of perceived organizational support" published in "Organizational
Psychology Review", Ed. Polirom, Bucharest, Volume VII, nr. 3-4/2007, pp. 51-62
- 2001 – 2005 Bachelor of Science, Psychology (University of Bucharest)

Foreign languages: English – fluent; French – advanced knowledge