

## 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



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



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



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



**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

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## **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)

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**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

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

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**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**

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



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