

## NICOLETA DUMITRU

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### PROFILE

I'm a co-founder and trainer at Introspecials with a focus on modern organizations, minimalist learning and narrative conversational approaches.

My previous experience is in human resources, covering areas from recruitment to designing and implementing organizational programs.

My specialties are in training, organizational development, competency analysis and recruitment.

See more about my company at [introspecials.com](http://introspecials.com). I am also part of the [Caramel Frames](#) team, as a narrative co-therapist, in assisting persons, professional communities and various groups.

### EXPERIENCE

Introspecials - July 2015 - Ongoing: Founding Trainer  
Caramel Frames - March 2013 - Ongoing: Trainer / Co-therapist  
Humans People Academy - January 2012 - January 2015: Trainer  
ATU Consulting - January 2010 - January 2014: Trainer / Consultant  
Hum Management Consulting - July 2011 - December 2011: Trainer  
Endava - February 2007 - September 2010: HR Manager  
iQuest Consulting - February 2006 - February 2007: Consultant

### SKILLS

**Consultancy:** Designing full-cycle consultancy programs, from pre-sales to delivery and follow-up; Designing, delivering and measuring training programs efficiency.

**Recruitment:** Designing recruitment plans and campaigns; Recruitment process efficiency and performance; Budgeting.

**HR functions:** Compliance; Operations; Competencies; Work Force Planning; Performance Management; Training and Development; Employee Satisfaction and Retention.