



Incepand cu ianuarie 2019, Sorin VOICU face parte din echipa Dr. Pendl & Dr. Piswanger, avand rolul de Learning & Development Partner.

Certificat PEP® (Program de Eficienta Personală) & CIPD, Sorin este responsabil cu implementarea programului in Romania si Moldova, precum si strategiilor necesare cresterii competentelor din cadrul organizatiilor, impreuna cu programele aferente (prevenire a turnover-ului ridicat, crestere a retentiei angajatilor, ajustarea nivelului decizional al membrilor echipei prin abordari de tip *strategic boardgame*, etc.).

Absolvent al Facultatii de Limbi si Literaturi Straine (Sectia Engleza-Germana), Sorin are o experienta de peste 17 ani in identificarea nevoilor de dezvoltare organizationala, *design* de curs & implementarea abordarilor si conceptelor de tip *learning & development*, din care 11 ani experienta de management, coordonand echipe de trainer-i in companii multinationale din domeniul financiar, IT si automotive.

Expertiza sa, acumulata ca urmare *design*-ului programelor de dezvoltare, impreuna cu miile de ore de training si workshop livrate, provocarile cu care s-a confruntat in rolurile detinute (schimbarea strategiei de training, ceruta de obiectivele de business, procese de achizitie in domeniul financiar, implementarea conceptelor de *change management*, la nivelul echipelor decizionale, academii de training pe excelenta in servicii, etc.), face ca abordarea sa sa fie una practica, autentica si facil de implementat in organizatii.

Programul PEP®, prezent in peste 35 de tari, bazat pe principiile eficientizarii continue a modului de lucru, principii inglobate in aspectul extrem de practic al acestuia, aduce, organizatiilor in care este implementat, beneficii tangibile, traduse in optimizarea programului si proceselor de lucru si posibilitatea alocarii orelor economisite altor proiecte.

Starting January 2019, Sorin VOICU has joined Dr. Pendl & Dr. Piswanger, as Learning & Development Partner.

PEP® (Personal Efficiency Programme) & CIPD certified, Sorin's responsibilities will include implementing PEP® approach in Romania & Moldova, as well as strategies concerning competencies development within organisations, together with dedicated learning programmes (managing high turnover & growing employees' retention level, adjusting decision-making levels for team members through *strategic boardgames* initiatives, etc.).

As a Foreign Languages & Literatures graduate (English-German Section), Sorin's experience exceeds 17 years of identifying organisational development needs, training design and implementing learning & development



approaches and concepts, including 11 years of management experience, coordinating training teams in financial, IT & automotive companies.

His expertise resulted from development programmes design, aligned with thousands of training sessions & workshops delivery and the professional challenges he has been facing as acting either *Regional Trainer*, *Head of Training* or *Training Director* (adjusting L&D strategy, as required by business objectives, acquisition processes within financial industry, implementing *change management* concepts for decision-making teams, training academies for excellence services, etc.) makes his approach to be authentic, very easily to be translated into practice and implemented on organizational levels.

PEP® (Personal Efficiency Programme) has been implemented in 35 countries so far and it is based on continuous efficiency principles concerning working approach. Having these principles included in its extremely practical details, the programme itself brings in tangible benefits when implemented in organisations, leading to optimised working programme & processes, together with having the option of allocated saved time for managing complementary projects.