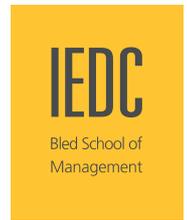


IEDC alumni Success Story



A School with a View

Date: 24. 11. 2016

Cristian Laurentiu Gheorghe, EMBA 1999, Nexus Consulting International, Romania

"I KNOW THAT GIG ECONOMY IS AROUND THE CORNER"

In November 2016, Cristian Laurentiu Gheorghe was awarded with the Generali Alumni Achievement Award, which is given annually to the most successful IEDC alumni for demonstrating and representing the highest ideals that personify outstanding individual career achievements, leadership, innovation, service to the community, as well as the contribution to the school's development.



Cristian is one of the most experienced Human Resource consultants in Romania, having worked for almost 20 years in the field. His company Nexus Consulting International is known for building and delivering training programs for managers, consulting services and executive search projects. Cristian is also active Alumni of IEDC. As Vicepresident of IEDC Alumni Club Romania, he is staying connected with members, is actively promoting its values and is leading by example. As a devoted jury member, he has also contributed to the success of IEDC Case Study Competitions for the last three years.

In his professional career, Cristian has managed a complex managerial educational project for Mobexpert, the biggest furniture retailer in Romania, with more than 100 million euros in sales. Moreover, he helped redesign the performance appraisal system of the company and set new standards in their HR policies. Cristian is a member of the Education Committee of the American Chamber of Commerce in Romania, a business association with more than 300 members employing over 11,000, and a member of the HR Club Romania, the professional Association of the HR community. Cristian also actively supports the OvidiuRo association, which helps children from poor families to go to the kindergarten.

By managing to promote continuous learning, strategic thinking and pursuing success with passion and perseverance, Cristian makes a difference.

By Tonja Blatnik, Head of Corporate Communications, IEDC

'Job is dead. Long live work,' claims HR Futurist Perry Timms. How do you, as one of the most experienced Human Resource consultants in Romania, comment the future of work? What are your predictions?

Already for decades, the main challenge of performing HR professionals has been to identify leaders and to help them to grow. By assuring leadership capabilities for all organizational activities at all levels, they set the stage for work to be done with pleasure, accountability and productivity.

One must not forget that synergy is important for the power of performing organizations. So, an eventual deconstruction of jobs and hierarchy as we know them should be done with keeping this in mind. The level of understanding one's individual contribution beyond his work is essential for theories like Mr. Timm's. I know gig economy is around the corner and I think it works especially for those that have both technical and soft skills at the highest level.

What does it mean for the HR function? Some say that HR will be like the orchestral conductor of a multitude of human inputs - the HR professional of the future will educate and liberate not regulate and legislate. Would you agree?

The HR Manager should be next to the CEO, helping with the development of the vision and creating understanding and agreement. For this, the profile of the HR manager should be similar to the profile of an entrepreneur, a philosopher and a business leader.

What kind of competencies will leaders and managers

need in order to be able to face the challenges of tomorrow?

They should have the ability to predict the future by comparing and assimilating new ideas and technology and extracting what is relevant for their organizations. They should also be great networkers.

You have also invented a special Leadership program, where visits to museums are included, and ancient Greek history and philosophy are its vital part. Why?

In order to be able to predict the future it is important to know what happened in the past and how great thinkers had contributed to the organization of society. Also, the museum offer a glimpse into the social and commercial life of a society, which is the result of those ideas put into practice. Our leaders should understand that. Some are immediately inspired; some show interest to learn more and this helps them to have a more accurate picture and a 'helicopter' view at the same time.

You have contributed to the founding of the IEDC Romanian Alumni Club and currently you serve as its Vicepresident. What are the main advantages for managers and leaders to be members of such networks?

Networking and exchange of ideas.

If you would have to choose 3 most important added values of executive education, which would that be? Does IEDC stands for them?

Of course it stands. IEDC is a life enhancing experience, as well as

a business knowledge hub. Three most important added values: understanding of the region and the world, understanding your limits and the power you have to overcome them and becoming aware that learning is a process that never stops.

IEDC is celebrating its 30th Anniversary this year. What is your birthday wish for us?

Have a long life, be the inspiration for managers and society for ages.



MEET CRISTIAN PERSONALLY

My favorite memory of IEDC ...

... working in a group for the Executive MBA Consulting Project.

My friends would describe me as ...

... an inspiring, empathic and trustful person.

There's nothing better in life than ...

... seeing your dreams come true.

The most important time-management lesson ...

... understand what is important to you and follow through with passion and perseverance.

The biggest achievement in my life ...

... that I can make a positive impact on people's thoughts and careers, as well as on organizations.

My key values are ...

... respect, trust, professionalism, partnership, curiosity.