



ANAGNOSTE Sorin



CURRENT POSITION: Associate Professor; Vice-Dean for Research and International Relations; Member of FABIZ School Board & School Council; Course Coordinator Business Strategies; Mini-track chair ICBE

AFFILIATION/DEPARTMENT: Department of Business Administration in foreign languages (UNESCO chair);

ORCID RESEARCHER ID: <https://orcid.org/0000-0002-8261-5601>

URL FOR PERSONAL WEBSITE: <https://onstrategy.eu/about/>

LINKEDIN PROFILE: <https://ro.linkedin.com/in/sorinanagnoste>

PROFILE

Sorin Anagnoste is a seasoned business executive and professor, recognized for his strategic acumen in strategy and tech. With extensive experience in management, he has successfully led cross-functional teams to implement transformative solutions that enhance organizational efficiency and growth.

As an Associate Professor at the Bucharest University of Economic Studies, Sorin merges academic rigor with practical insights, inspiring the next generation of business leaders. His teaching focuses on technology-driven business strategies, fostering a culture of innovation and critical thinking among his students.

Sorin's career is marked by his passion for bridging the gap between academia and industry, making him a sought-after speaker and consultant on topics like leadership, change management, and emerging technologies. Committed to lifelong learning and impactful leadership, he continues to contribute to both professional and academic spheres with dedication and vision.



EDUCATION

Habilitation	2023 – Habilitation title: <i>“Business growth strategies during a pandemic”</i>
Post-Doc	-
PhD (Doctorate)	2012 - PhD in Business Administration, Faculty of Business Administration in Foreign Languages, Bucharest Academy of Economic Studies (ASE), Romania. Doctoral Thesis - Transformational Leadership in Emerging Business Environments
Master	-
Bachelor	2008 – Bachelor’s in international Affairs, Faculty of International Economic Relations, Bucharest Academy of Economic Studies (ASE), Romania

PROFESSIONAL TRAINING

- 2021** - Course Foundations in Design Thinking, IDEO
- 2022** - Course Advanced Design Thinking, IDEO
- 2013** - PRINCE2 (Projects in Controlled Environments) – international project management certification
- Entrepreneurship and Cross-Cultural Management (8 ECTS) – Business courses, Vienna University of Economics and Business, Austria
- 2006** - Training on the Management of Project and Programs (Certified) by National Authority for Supporting the Youth Initiatives (ANSIT), Romania
- 2006** - National Authority for Supporting the Youth Initiatives (ANSIT), Romania. Training on the Management of Project and Programs (Certified)

ACADEMIC MANAGEMENT

April 2024 – Present – Vice Dean, Research and International Relations,

Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania

Main responsibilities:

- Creating a research strategy for 2024 – 2029
- Expanding our international agreements
- Further internationalizing our school

April 2020 – March 2024 – Vice-dean, Academic Affairs,

Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania

Main responsibilities:



- Assessing and improving the curriculum of all learning programs
- Creating new programs (*ie. Masters, Executive Education etc*)
- Leading diverse team to achieve the “triple crown” of business accreditations (AACSB, AMBA and EQUIS)

ACADEMIC EXPERIENCE

2012 – Present – Associate Professor (2023 – Present), Lecturer (2021 – 2023), Assistant Professor (2012 – 2019),

Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania

Courses taught:

- Business Strategies (BBA English stream, FABIZ)
- Online Business Models English (Master in Business Administration, FABIZ)
- Technology Entrepreneurship (Master in Digital Business and Innovation, FABIZ)
- Design Thinking, Creativity and Innovation (Master in Entrepreneurship, FABIZ)
- Operations Management (MBA, Bucharest Business School)
- Business Leadership and Strategy (Doctoral School of Business Administration II)

RESEARCH PROFILE

My research focuses on Artificial Intelligence (AI) and AI Agents, exploring their transformative impact on business strategy and operations. I am particularly interested in AI-driven innovations across sectors such as enterprise/consumer internet and tech startups. My work examines how these technologies redefine business models, optimize decision-making, and unlock new growth opportunities.

LIST OF PUBLICATIONS

List of articles published in peer reviewed journals:

1. Savastano, M., Anagnoste, S., Biclesanu, I. and Amendola, C. (2024), "The impact of e-commerce platforms' quality on customer satisfaction and repurchase intention in post COVID-19 settings", The TQM Journal, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/TQM-04-2024-0143>
2. Savastano, M., Biclesanu, I., Anagnoste, S., Laviola, F. and Cucari, N. (2024), "Enterprise chatbots in managers' perception: a strategic framework to implement successful chatbot applications for business decisions", Management Decision, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/MD-10-2023-1967>
3. Biclesanu, I.; Anagnoste, S.; Branga, O.; Savastano, M. Digital Entrepreneurship: Public Perception of



- Barriers, Drivers, and Future. *Adm. Sci.* 2021, 11, 125. <https://doi.org/10.3390/admsci11040125>
4. Savastano, M. and Anagnoste, S. (2020), "Pioneering Strategies in Retail Settings: An Empirical Study of Successful Practices", *Management & Marketing. Challenges for the Knowledge Society*, Vol. 15, No. 4, pp. 643-663, DOI: 10.2478/mmcks-2020- 0037.
 5. Bratianu, C., Vătămănescu, E.-M., Anagnoste, S. and Dominici, G. (2021), "Untangling knowledge fields and knowledge dynamics within the decision-making process", *Management Decision*, Vol. 59 No. 2, pp. 306-323. <https://doi.org/10.1108/MD-05-2019-0559>
 6. Adriana Davidescu, Vasile Alecsandru Strat, Raluca Mariana Grosu, Ion Daniel Zgură and Sorin ANAGNOSTE, 2018. The regional development of the Romanian rural tourism sector. *Amfiteatru Economic*, 20 (Special No. 12), pp. 854-869. <https://doi.org/10.24818/EA/2018/S12/854>
 7. Sorin ANAGNOSTE (2018), The Road to Intelligent Automation in the Energy Sector. *Journal of Management Dynamics in the Knowledge Economy* 6 (3), 489-502. <https://doi.org/10.25019/MDKE/6.3.08>
 8. Sorin ANAGNOSTE (2015), Entrepreneurship for Future Graduates in Romania. *International Journal of Economic Practices Theories*, Vol 5, No 4, ISSN: 2247 – 7225, <https://bit.ly/2Znvpix>
 9. Sorin ANAGNOSTE, Petre Caraiani, The Impact of Financial and Macroeconomic Shocks on the Entropy of Financial Markets. *Journal of Entropy* 2019, Entropy 2019, 21(3), 316; <https://doi.org/10.3390/e21030316>
 10. Sorin ANAGNOSTE (2018) Setting Up a Robotic Process Automation Center of Excellence. *Journal of Management Dynamics in the Knowledge Economy*, Vol 6, No 2, Issue 20. <https://doi.org/10.25019/MDKE/6.2.07>
 11. Constantin Brătianu, Sorin ANAGNOSTE (2011), The role of transformational leadership in mergers and acquisitions in emerging economies, *Journal of Management and Marketing*, vol. 6, nr. 2, pg. 319-326, ISSN: 1842-0206, <http://www.managementmarketing.ro/pdf/articole/228.pdf>
 12. Sorin ANAGNOSTE, Costin Damasaru, (2011) The Role Of Emotional Intelligence In Transformational Leadership And Real Estate Market In Post-Communist Markets, *The USV Annals of Economics and Public Administration*, vol. 11, nr. 2 (14), pg. 173-179, ISSN 2285-3332, <http://www.seap.usv.ro/annals/ojs/index.php/annals/article/viewFile/424/437>
 13. Andreea Jenica Petcu, Sorin ANAGNOSTE, Mihai Drăghici, (2011) Lean Six Sigma - a challenge for organizations focused on business excellence. *Romanian Economic Journal*, vol. 3, nr. 41, pg. 147-158. <http://www.rejournal.eu/sites/rejournal.versatech.ro/files/articole/2011-09-01/2074/je41petcuetal.pdf>
 14. Valetin Marian Antohi, Monica Laura Zlati, Roxana Sârbu, Silviu Stanciu, Florina Oana Vîrlănuță, Sorin ANAGNOSTE, Approaches regarding the Management of Food Policies in the Context of the African Swine Fever Crisis based on a Food Sustainability Statistical Model. *Amfiteatrul Economic*, 2019, 21(51), pp. 329-346. <https://doi.org/10.24818/EA/2019/51/329>

List of papers published in conference proceedings:



1. Dumitru, A.-M., Sorin Anagnoste and Savastano, M. (2024) 'Unleashing the potential: harnessing generative artificial intelligence for empowering model training', Proceedings of the ... International Conference on Business Excellence, 18(1), pp. 3618–3635. Available at: <https://doi.org/10.2478/picbe-2024-0294>.
2. George-Cristinel Rotaru, Sorin Anagnoste and Vasile-Marian Oancea (2024) 'How Artificial Intelligence Can Influence Elections: Analyzing the Large Language Models (LLMs) Political Bias', Proceedings of the ... International Conference on Business Excellence, 18(1), pp. 1882–1891. Available at: <https://doi.org/10.2478/picbe-2024-0158>
3. Sorin ANAGNOSTE, Isabelle BICLESANU, Claude CHAILAN, Bianca NEGOIASA, „Effective Web Presence Solutions for Enhancing e-Fashion Customers' Satisfaction”, The 3rd International Conference on Economics and Social Sciences, October 15-16, 2020, DOI: 10.2478/9788366675162-039
4. Anagnoste, Sorin, Biclesanu, Isabelle, Teodoroiu, Casiana and Bellini, Francesco. "Artificial intelligence in healthcare: Public perception of robotic surgery" Proceedings of the International Conference on Business Excellence, vol.16, no.1, 2022, pp.251-259. <https://doi.org/10.2478/picbe-2022-0024>
5. Vasile Alecsandru Strat, Ion Daniel Zgura, Vanesa Vargas, Sorin ANAGNOSTE (2018), The evolution of the entrepreneurship in romania - a quantitative approach at regional level, BASIQ International Conference on New Trends in Sustainable Business and Consumption Location: Heidelberg, GERMANY Date: JUN 11-13, 2018, Proceedings of BASIQ Pages: 785-792, <http://conference.ase.ro/pdf/BASIQ%202018-%20Volume.pdf>
6. Sorin ANAGNOSTE, Simona Agoston, Alina Mihaela Dima (2012), Transformational Leadership and its Influence on Intellectual Capital in the Romanian Business Environment. In: Proceedings of the 4th European Conference on Intellectual Capital, Helsinki, Finland, vol. , nr. 1, pg. 46-52, ISSN 2049-0933, ISBN: 978-1-908272-31-7, pp 46-52, from <https://bit.ly/2Kk9LZI>
7. Sorin ANAGNOSTE, Gabriela Dumitru, (2011) Transformational leadership in mergers and acquisitions in emerging markets. Study case: Bere Mures acquisition by Heineken Romania, Proceedings of the 3rd European Conference on Intellectual Capital, 18-19 April 2011, University of Nicosia, Nicosia, Cyprus, pp. 41-53, ISBN: 97-1-906638-95-5, pages 41-52, <https://bit.ly/2x4cn5j>
8. Sorin ANAGNOSTE, Simona Agoston, Ramona Puia, (2010), Transformational leadership as a tool of knowledge dynamics. In: Proceedings of the 2nd European Conference on Intellectual Capital, ISCTE Lisbon University Institute, Lisbon, Portugal, 29-30 March 2010, pp.54-58. ISBN: 978-1-906638-58-0, <https://bit.ly/2XLyrgH>
9. Andreea Jenica Petcu, Mihai Drăghici, Sorin ANAGNOSTE, (2010), Using Lean Six Sigma as a motivational tool for processes improvement. The International Conference "European Integration – New Challenges", 6th edition, 28-29 May 2010, The Annals of the University of Oradea, Economic Sciences series - Tom XIX, December 2010, no. 2, pp. 876-880, ISSN: 122569, <http://anale.steconomieuoradea.ro/volume/2010/conference-proceedings-2010.pdf>
10. Sorin ANAGNOSTE, Simona Agoston, Mihai Drăghici, (2009), Somalia: How to manage an economy outside the system. In: Proceedings of the 20th International DAAAM Symposium "Intelligent Manufacturing & Automation: focus on theory, practice and education", 25-28th November 2009,



- Austria: ISSN 1726-9679, <https://bit.ly/2MPC9Vp>
11. Sorin ANAGNOSTE, Simona Agoston, (2009) Sustainable development in the global economy, Internațional Scientific Conference, "Analele Universitatii din Oradea, 29 – 30 Mai, Seria Științe Economice, Tom XVIII", ISSN: 1582-5450, <https://core.ac.uk/download/pdf/6304122.pdf>
 12. Simona Agoston, Sorin ANAGNOTE (2009), Challenges for the development of intellectual capital in Romanian Education institutions in the context of sustainable development, Internațional Scientific Conference, "Analele Universitatii din Oradea, 29 – 30 Mai, Seria Științe Economice, Tom XVIII" ISSN: 1582-5450, <http://steconomiceuradea.ro/anale/volume/2009/v2-economy-and-business-administration/01.pdf>
 13. Sorin ANAGNOSTE (2018), Robotic process automation in pharma: three case studies, BASIQ International Conference on New Trends in Sustainable Business and Consumption Location: Heidelberg, GERMANY Date: JUN 11-13, 2018, Proceedings of BASIQ Pages: 779-784, ISSN: 2457-483X, <http://conference.ase.ro/pdf/BASIQ%202018-%20Volume.pdf>
 14. Sorin ANAGNOSTE (2018), Robotic Automation Process – The operating system for the digital enterprise. Proceedings of the International Conference on Business Excellence, 12(1), 54-69. doi: <https://doi.org/10.2478/picbe-2018-0007>
 15. Sorin ANAGNOSTE (2017), Robotic Automation Process – The next major revolution in terms of back office operations improvement. Proceedings of the International Conference on Business Excellence, 11(1), pp. 676-686. Retrieved 13 Sep. 2017, from <https://doi.org/10.1515/picbe-2017-0072>

List of books & book chapters:

1. Anagnoste, S. (2023), Business strategies; building sustainable models with artificial intelligence and digital platforms, Editura ASE; Bucuresti
2. Anagnoste, S., Biclesanu, I., D'Ascenzo, F., Savastano, M. (2021). The Role of Chatbots in End-To-End Intelligent Automation and Future Employment Dynamics. In: Dima, A.M., D'Ascenzo, F. (eds) Business Revolution in a Digital Era. Springer Proceedings in Business and Economics. Springer, Cham. https://doi.org/10.1007/978-3-030-59972-0_20

Case Studies:

1. Anagnoste, S. and Goia, S.I., 2025. Transformation of the Finance Function at OMV Petrom S.A.

SCIENTIFIC COMMITTEES OF ACADEMIC JOURNALS / CONFERENCES, REVIEW

Reviewer for international journals:

Journal of Mathematics (<https://www.mdpi.com/journal/mathematics>)

- Journal of Risks (<https://www.mdpi.com/journal/risks>)
- Journal of Systems and Software (<https://www.journals.elsevier.com/journal-of-systems-and->



[software](#))

- Journal of Management and Marketing (<http://www.managementmarketing.ro/>)

PROJECTS

May 2023 – present – „AI for Energy Finance (AI4EFin)”, CF 162/15.11.2022 – as experienced researcher

May 2025 – September 2024 – “Transparența banilor din sistemul medical românesc” – as Project director

September 2023 – April 2024 – “Strategii pentru echilibrarea balanței comerciale a României prin stimularea și susținerea producției naționale. Studiu de caz: PENNY (REWE)” – as Project Director

June 2023 – August 2023 – “Obținerea avantajului competitiv în mediul economic prin dezvoltarea funcției organizaționale de competitive intelligence” – as expert

April 2023 – September 2023 – “The potential for starting and developing a business for integrated technology based on heat pumps, thermal energy storage and smart control systems in order to enable the decarbonization in Romania” – as expert

April 2023 – September 2023 – “The Potential for Sustainable Biomass in the Romanian Energy Sector” – as expert

March 2021 – September 2023 – „Transmiterea șocurilor în economiile rețea: mecanisme și implicații pentru politicile economice” (NETS) – as expert

May 2021- May 2023 – ERAMUS+ project 2020-RO01-KA203-080368 – as expert

March 2021 – November 2021 – “Transference of the EU Integration Model from East-Central Europe to the Western Balkans, Exploratory Research”- Project “PN-II-P4-ID-PCE-2020-2” - in researcher qualifications

June 2021 – January 2022 – “Improving the quality of online and on-site teaching processes within ASE by developing and implementing a security, identification, and authentication system through the identity management system, in the spirit of respecting academic ethics and deontology”- Project “CNFIS-FDI-2021-0039” - as an expert

May-December 2021 – “The promotion of the Quality 4.0 concept in the transformation process of ASE into a digitalized university, within the context of student-centered education, ethics, and academic deontology” - Project “CNFIS-FDI-2020-0193” - as an expert

OTHER RELEVANT PROFESSIONAL EXPERIENCE

2017 – Present – Trainer and Professor, Executive Education at Bucharest Business School, to companies: Arabesque, Electrica, Rasirom, Avi Prod, Carrefour, and many others.

2021-2023 – Risk Officer – Alternative Investment Fund, Sparking Capital SA, Bucharest, Romania – <https://www.sparkingcapital.com/>

2014 – present – Trainer, The Romanian Banking Institute, Bucharest, Romania – <http://www.ibr-rbi.ro>



Main responsibilities:

- Teaching the Project Management course, according to the PRINCE2 methodology
- Delivering the "Design thinking" and the "Business Communication" trainings

2015 – Economist, Electrica Serv SA, Bucharest, Romania - <http://www.electricaserv.ro/>

Main responsibilities:

- Implementation of a company restructuring plan (+3.000 employees)
- Documenting processes in the financial department, implementing performance indicators (KPIs)
- Identifying areas that can be improved within the organization and carrying out related projects

2012 – 2013 – Financial Director, Halliburton Energy Services Romania SRL, Bucharest, Romania, www.halliburton.com

Main responsibilities:

- Leading the transfer of the finance department to a Shared Service Centre in Dubai, which resulted in savings of \$100k/year
- Coordinating the development of the Company's financial and accounting systems, processes, policies and procedures
- Leading the Romanian finance activities of the company
- Assuring the controlling for a service division for 26 countries

2009 – 2012 – Economist, Heineken Romania, Bucharest, Romania, <https://www.heineken.com>

Main responsibilities:

- Leading a team of 10 to transfer the Accounts Payable department to a Shared Service Center in Poland, which resulted in savings of \$350k/year
- Leading the implementation of self-billing and electronic invoices processes in one of the most important players in FMCG worldwide, which resulted in reducing time for processing by 50%
- Leading the process redesign, KPI definition, resource allocation and control framework in a FMCG multinational, which resulted in reducing time for processing by 20%

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

November 2016 – Member at The Association of Financial-Banking Analysts, Romania

February 2021 – Member of the Association "Society for Business Excellence"

INDUSTRY AND SOCIETAL ENGAGEMENT

2007 – 2010 – Volunteer, Project Manager – for the YEN program "Easter Seminar"

- Coordinated a team of more than 40 members and handled a budget over EUR 100,000

2005 – 2008 – Volunteer, Project Manager – Leaders Foundation



- Coordinated teams of 10-30 members in implementing various projects on leadership with Budgets > EUR 50,000

2007 – Volunteer, Solidarités Jeunesses, Paris, France

- Participating with a team of 12 in an environmental program

GRANTS AND HONORS

June 2024 – Awarded for the best book in "economics" at Grand Lodge of Romania Awards Gala

October 2022 – Best management article in Romania, issued by Romanian Academic Society of Management. Article "Untangling knowledge fields and knowledge dynamics within the decision-making process"

2021– ANIS (Employers' Association of the Software and Services Industry), Romania – scholarship awarded for use and deployment of technology in my Technology Entrepreneurship class that I teach at the Master in Digital Business and Innovation. The scholarship was in the section Tech for all and was awarded based on the scope of the course: to ideate, prototype and build with software multiple digital products (software used: Figma, Framer, Buble.io and/or MIRO). Scholarship awarded.

2009 – Seminar was held at Loyola University of Chicago between 19 – 25 July 2008. Activities and societies: "Liberty, Communication and change". Scholarship awarded.

MEDIA PRESENCE

Europe's dual economic future: crafts and advanced technology, 5 June, 2024, <https://republica.ro/viitorul-economic-dublu-al-europei-artizanat-si-tehnologie-avansata>

What Does the Transition to Electric Cars Really Mean for the Automotive Industry? (Second part), 09 April, 2024, <https://www.zf.ro/eveniment/ce-inseamna-de-fapt-tranzitia-la-masinile-electrice-pentru-industria-22330472>

Romania 2050: What is the Path to a GDP Five Times Greater Than Today? An Economic Transformation Strategy, 5 January, 2024, <https://republica.ro/romania-2050-care-este-drumul-catre-un-produc-intern-brut-de-5-ori-mai-mare-decat-in-prezent-o-strategie>

Europe's Dual Economic Future: Artisanal Heritage and Advanced Technology, 5 June, 2024, <https://republica.ro/viitorul-economic-dublu-al-europei-artizanat-si-tehnologie-avansata>

Prize for the best book in "economics", 24 June, 2024, <https://www.zf.ro/eveniment/sapte-romani-au-fost-premiati-pentru-contributia-lor-in-stiinte-22415097>

How to Grow the Romanian Food Industry, 21 June, 2023, <https://www.zf.ro/info/zf-crestem-industria-alimentara-romaneasca-pot-micii-producatori-22350937>

Global Business Predictions with Local Impact in 2024, 29 December, 2023, <https://www.zf.ro/opinii/sorin-anagnoste-profesor-ase-predictii-globale-de-afaceri-cu-impact-22223687>

What Does the Transition to Electric Cars Really Mean for the Automotive Industry? (First Part), 02 February, 2023 <https://www.zf.ro/opinii/opinie-sorin-anagnoste-fabiz-ce-inseamna-de-fapt-tranzitia-la-masini-22052229>



Global Business Predictions with Local Impact in 2023, 07 January, 2023, <https://www.zf.ro/opinii/sorin-anagnoste-profesor-ase-predictii-globale-de-afaceri-cu-impact-21483038>

What Is the Path to the New "Normal" for Organizations?, 05 June, 2020, <https://www.zf.ro/opinii/care-este-drumul-spre-noul-normal-pentru-organizatii-19247395>

Money in Motion, Digi24 TV, 21 March, 2024, <https://www.youtube.com/watch?v=PenS-plpzPM>

Money in Motion, Digi24 TV, 26 September, 2024 <https://www.youtube.com/watch?v=nusCaRZFDEA>

Money in Motion, Digi24 TV, 15 June, 2024, <https://www.youtube.com/watch?v=FvIIPDRAKbU>

NFT Bucharest 2024, 9 May, 2024, <https://www.youtube.com/watch?v=51-R8SwZbCM>

How Do We Define Succession in a Company? Profit TV, 7 July, 2024, <https://www.youtube.com/watch?v=q7FGoZIm2GA>

INTERNATIONAL EXPERIENCE / ACADEMIC ENGAGEMENT

2008 - 2010 - Foundation for Economic Education, Austrian Summer School. The seminar was held between 13th - 18th July, New York, USA

2009 - Loyola University of Chicago, seminar between 19 - 25 July 2008. Activities and societies: "Liberty, Communication and change"

2008 - Youth Scholar Colloquium, Foundation for Economic Education, Austrian Summer School, Austrian economics - between 13-18 July, New York, USA

2007 - Leadership trainer. Basic leadership training and supervision to high-school students in Philadelphia (USA), June - August

2007 - Solidarités Jeunesses, Paris, France. Participating with a team of 12 in an environmental program, 6 - 20 October

2006 - International Summer University, Vienna University of Economics and Business, Austria. Courses: Entrepreneurship and Cross-Cultural Management (8 ECTS), between 2 - 21 August

LANGUAGES

English - Advanced
French - Intermediate
German - Intermediate

SKILLS

Strong Public Speaking Skills: Coordinated projects involving over 200 participants during 3-year activity with the Leaders Foundation.

Mentorship: Provided constant feedback, discussed aspirations with over 20 interns, and improved their productivity levels.

Customer Orientation: Developed this skill through nearly five years of experience at EY Romania, consistently maintaining client relationships.



Team Spirit: As a Project Manager, coordinated team members and also participated directly in implementing strategies alongside colleagues.

Social Adaptability: Gained from international experience, including two study scholarships in the United States.

Effective Feedback Delivery: Enhanced through my mentorship experience at EY Romania.

Strong Time Management: Acquired during my managerial roles in the companies mentioned above.

Analytical Thinking: Developed through management consulting experience.

Creative Thinking: Applied in designing department strategies, company strategies, or creating online marketplaces (e.g., AmCham, GigNow).

Planning Skills: Gained from management consulting experience at EY Romania.