



## TRAINING INVITATION

Dear Sirs,

ASCENT GROUP has the pleasure to continue the series of open trainings organised in Arad with a module on the theme:

### **EFFICIENT NEGOTIATION**

**ARAD, JANUARY 26<sup>TH</sup> – 27<sup>TH</sup>, 2009**

#### **How to convince more than we are convinced...**

During our lives, on each moment, each of us has a desire, an interest or a point of view often different from the others. Each of us can convince someone or can be convinced by someone.

The leadership of the negotiation process represents a key-level for the attainment of the company's profit. We can learn many techniques of negotiations. But, between learning and implement them and achieve the expected results there is a road that requires expertise on one hand and assimilation of these techniques and right attitudes, on the other hand.

How can we choose now, in our days, the best attitude for an successful negotiation which create the premises of a future rewarded collaboration? The answer is the key of negotiation.

## Target

The course is addressed to managers frequently engaged in the negotiation processes, but also to other people who want to improve their negotiations skills.

## Objectives

- Knowledge of the main aspects of the negotiation process
- Determining the level of power in negotiations
- Acquisition of negotiation techniques and strategies
- Assessing the own negotiation style
- Awareness of cultural differences in negotiation

## Module

- Elements of negotiation
- Different styles of negotiation
- Types of negotiators
- Avoiding traps in negotiations
- Negotiations stages
- Negotiations strategies
- Negotiations positions
- The principles of influence
- What means a good negotiator
- Cultural differences in negotiation

## Working method

- The training is based on the “Learning by doing” and is highly interactive, involving the participants in the ongoing games, activities, case studies. Also, during the training it will be used professional tests, which will provide participants with regard to their own style of **negotiation** and the possibilities of improving it.
- Following the training, each participant will receive a certificate which will certify the Ascent Group courses, the training materials and a CD with pictures and records took during the course
- The training will be held in the Romanian language

**Price - 280 Euro/participant**

- The price includes the both days of training participation and the training materials
- The price includes 2 lunch meals and 4 coffee breaks
- The price does not include VAT
- **The companies that register more than one participant will receive a discount rate of 5% for the second participant and a discount rate of 10% for the third participant registered**

## **TRAINER PROFILES**

### **ADELA CRISTEA**

- Managing partner Ascent Group

#### **Studies and graduated courses**

- Graduate of Economics Faculty - West University in Timisoara
- Graduate of Law Faculty (2 years) - Vasile Goldis Arad University
- PhD student at the Economics Faculty – West University in Timisoara
- Scholarship at the University of Gent - Belgium, 1994
- Scholarship at the University of Gottingen – Germany, 2000
- Scholarship in “Management and strategic planning at the National Democratic Institute” - Washington, US
- Licentiate of the evaluation method of personnel and training LIFO – Bucharest, 2001
- Licentiate of the evaluation method of personnel and training Identity Compass – Leicester, UK, 2006
- Trainer of the National Democratic Institute in US, which has held trainings in Hungary, Albania, Morocco and Romania
- Trainer of the International Republican Institute in US, which has held trainings in Romania, Moldova and Indonesia
- Consultant accredited by the European Union for funding grants programs PHARE

#### **Professional experience**

- 12 years of experience in human resources and training
- coordinator of the department of human resources and training of AIESEC Timisoara
- 2 years of experience in management within the International Resources
- 3 years of experience as Executive Branch for Unilever Romania
- 9 years of experience in higher education as a coach, assistant and later university lecturer at the University Aurel Vlaicu, respectively Vasile Goldis University in Arad, faculty of Economics, subjects “International Economic Relations” and “Organizational Behavior”
- 5 years of experience as a senior HR consultant in the Archimedes Consulting Group, during which has been involved in numerous projects of restructuring of enterprises, conflict mediation and employment training for multinational companies and local industrial, banking or services, both in Romania and abroad
- founder and managing partner of Ascent Group in 2004

## **MARCEL CHISCAN**

- Senior partner & trainer in Ascent Group

### **Studies and graduated courses**

- Graduate of Law Faculty of Vasile Goldis University in Arad
- Participant in various courses of Leadership, Communication, Negotiation, Project Management
- Participant in numerous courses on topics of local public administration

### **Professional experience**

- 18 years of professional experience in various industries
- 7 years of experience in sales
- 2 years of experience in advertising with Infomedia Information
- 6 years of experience in local public administration
- 10 years of experience in management positions, both in SMEs, local public administration and in industrial projects (including the management of a factory with 1200 employees) and the Board of public or private companies
- 3 years of experience in project consultancy and training in Ascent Group

## **COSMIN GALU**

- Senior trainer in Ascent Group

### **Studies and graduated courses**

- Graduate of Law Faculty of the University of Arad
- Scholarship from the National Democratic Institute - Washington, US
- Scholarship on "Crisis Management" with the Konrad Adenauer Foundation - Germany
- Scholarship on "Conflict Management" with IRI – International Republican Institute, USA
- Trainer of the National Democratic Institute in US, which has held trainings in Romania and Moldova
- Participant in numerous trainings sessions in Romania and abroad: Finland, Germany, Italy, Serbia and US.

### **Professional experience**

- 6 years of experience in human resources and training for both multinational and Romanian companies as well as for NGOs, political organizations and public administration
- 10 years of experience in public administration and policy in the Parliament of Romania, Arad County Council and various NGOs
- 3 years of experience in PR and advertising with Genesis Advertising

- 4 years of experience in legal advice for business and NGOs Lobby Consult
- 3 years of experience as a Senior Consultant and trainer for Ascent Group

#### **MIHAELA ROTAR**

- HR consultant & trainer in Ascent Group

#### **Studies and graduated courses**

- Graduate of Faculty of Letters, English – French
- Licentiate as assessor in team roles – Belbin method, London, 2006
- Accredited consultant on assessment of personnel with Identity Compass method– Bucharest, March 2007
- Trainer accredited by the Ministry of Labor and the Ministry of National Education in 2007
- Participant in various courses of communication, sales techniques and team building

#### **Professional experience**

- 3 years of experience in pre - university education
- 2 years of experience as a human resources consultant in Ascent Group, the period in which she was involved in numerous projects of executive search, restructuring of enterprises, collective negotiations especially for multinational companies
- 2 years of experience as a trainer in Ascent Group

#### **OANA MOSOIU**

- Senior trainer in Ascent Group

#### **Studies and graduated courses**

- Bucharest University - Faculty of Psychology and Education Sciences
- University of Bucharest - Master in Management and Sciences Education
- University of Bucharest - Ph.D. in Methods of assessment
- Participation in numerous seminars and training sessions in the country and abroad, for both business and governmental structures and NGOs.

#### **Professional experience**

- 8 years of experience in human resources and training both in business and NGO field
- 6 years in programs coordination for youth and in international youth exchange programs as YOUTH, Volunteer Euro, Euro 26 and EYCAdeMY
- 8 years experience as a local expert and trainer, and also as coordinator of programs in the Ministry of Education and Research in the reform program of pre-university education, The Preparation of Teachers

- 5 years experience as assistant at the University of Bucharest, Faculty of Psychology and Education Sciences
- Oana presented paper work at prestigious conferences and is the author of numerous articles in the specialized field of Education
- 2 years experience as a senior trainer in Ascent Group

#### **DINA ȚARĂLUNGĂ**

- HR consultant & trainer in Ascent Group

#### **Education and training courses**

- Graduate of Sociology and Social Work Faculty at the University of Bucharest
- Graduate the master courses in Management of Human Resources, University of Bucharest
- Participant in numerous courses of Leadership, Communication, Negotiation, Conflict Management, Project Management in Romania, Germany and Greece
- Trainer accredited by the Ministry of Labour and Ministry of National Education in Romania, 2008

#### **Professional experience**

- 5 years of experience in project management, human resources and training in Euro26 Romania
- 3 year experience in project management, human resources and training in Zip International
- 1 year experience in non-formal education in Comunidade Sao Francisco de Assis, Coimbra, Portugal
- Independent appraiser of ANPCDEFP - National Agency for Community Programs in Education and Training, Youth in Action Programs
- 1 year experience as a HR consultant and trainer in Ascent Group

## **ABOUT US**

Ascent Group is a consulting group that was born to meet a need for consultancy services of high quality in Eastern Europe for foreigner investors.

Ascent Group, through the companies from the group is providing a professional consultancy services in financial, tax, legal, business development, human resources, training and communication.

Our Group is based on high level consultants with international experience, providing quality services and customized based on the needs of each client.

As a training company, Ascent Group has extensive experience in in-house and open in all countries where the company has offices, Romania (București and Arad), Republic of Moldova, Bulgaria, Serbia and Cyprus.

Ascent Group customers from the banking, industrial production, sales, distribution, media, market research.

## MAIN CUSTOMERS

Avon Cosmetics	IBM	Interstar
Electrolux	Leoni Wiring Systems	Consilul Județean Arad
Nestle	Perpigna	Synovate
Banca Italo-Romana	Mefin - Walbridge Group	Trilogy
Bank of Cyprus	Astra Asigurări	WEMA Belgia
Italo-Romana Leasing	Fildas Group	Revista Tonica
Cyprus Leasing	Camera de Comerț Italiană	Kaufland
Swiss Capital	Cromsteel Industries	
Petrom	Coindu Portugal	
Xerox	Coficab - Tunisia	

## CONTACT

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