

ONLINE TRAINING PROGRAMS

FEBRUARY-DECEMBER 2022



TACK ✓
TMI
a GI GROUP brand



Tack TMI Adria

Maglajska 10
11000 Belgrade, Serbia

Moskovska 111
81 000 Podgorica, Montenegro

Gajeva 2b
10 000 Zagreb, Croatia



FEBRUARY

Webinar: BUILDING GOOD HABITS

Jelena Đurđević
TBD
Cost: 60€ + VAT

EFFECTIVE AND EFFICIENT COMMUNICATION

Snežana Isaković
04.02. 10-13h
Cost: 95€ + VAT

WORK-LIFE BALANCE

Jelena Đurđević & Petar Kosovac
07.02. 09-11h
Cost: 80€ + VAT

MOTIVATION AND TRUST IN HYBRID TEAMS

Ana Delić
11.02. 11-13h
Cost: 80€ + VAT

RESILIENCE AT WORKPLACE

Vladimir Borovnica
17.02. 10-12h
Cost: 80€ + VAT

TIME MANAGEMENT

Snežana Isaković & Boris Bočvarski
21-22.02. 15-17h
Cost: 110€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
23-24.02. 10-14h
Cost: 1300€ + VAT

RESILIENCE AT WORKPLACE

Vladimir Borovnica
24.02. 10-12h
Cost: 80€ + VAT

MARCH

KEEPING WELL AND WELL ORGANIZED

Eva Velimirović
03.03. 11-13h
Cost: 80€ + VAT

MANAGING STRESS

Vladimir Borovnica
08.03. 14-16h
Cost: 80€ + VAT

STORYTELLING

Petar Kosovac
10.03. 14-16.30h
Cost: 80€ + VAT

SITUATIONAL LEADERSHIP

Ana Delić
15.03. 11-13h
Cost: 80€ + VAT

Webinar: BE WELL WITH YOURSELF

Petar Kosovac
TBD
Cost: 60€ + VAT

DESIGN THINKING

Igor Ivanović
23-24.03. 11-13h
Cost: 110€ + VAT

DIFFICULT CONVERSATIONS: BACK ON THE SAME PAGE

Vladimir Borovnica
29.03. 14-16h
Cost: 80€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
30-31.03. 10-14h
Cost: 1300€ + VAT

APRIL

RESILIENCE AT WORKPLACE

Vladimir Borovnica
01.04. 11-13h
Cost: 80€ + VAT

SELF - CONFIDENCE AND SELF - MOTIVATION

Vladimir Borovnica
07.04. 10-12h
Cost: 80€ + VAT

EMOTIONAL INTELIIGENCE

Eva Velimirović
08.04. 15-17h
Cost: 80€ + VAT

FEEDBACK REINVENTED

Boris Bočvarski
11.04. 9-11h
Cost: 80€ + VAT

PRESENTATION SKILLS

Petar Kosovac
14-15.04. 09-11h
Cena 170€ + VAT

SELLING IN ACTION

Ana Delić & Snežana
Isaković
19-20.04. 10-13h
Cost: 150€+VAT

MINDFULNESS

Eva Velimirović
21.04. 11-13h
Cost: 80€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
27-28.04. 10-14h
Cost: 1300€ + VAT

MAY

FIXED AND GROWING MINDSET

Vladimir Borovnica
10.05. 14-16h
Cost: 80€ + VAT

LEADERSHIP SKILLS

Ana Delić
11-13.05. 11-13h
Cost: 150€ + VAT

PROFITABLE NEGOTIATION

Đorđe Milošević
11-12.05. 10-14h
Cost: 200€ + VAT

LEADING THE CHANGE

Marina Delić
18-19.05. 11h - 13h
Cost: 110€+VAT

BUSINESS SIMULATIONS - TEAM EFFICIENCY AND KEY FACTORS OF SUCCESS

Filip Pečanac
17.05. 09-13h
Cost: 150€ + VAT

FLEXIBILITY IN THE FACE OF CHANGE

Boris Bočvarski
19.05. 15-17h
Cost: 80€ + VAT

TRAINING FOR TRAINERS

Eva Velimirović
TBD
Cost: 170€+VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
25-26.05. 10-14h
Cost: 1300€ + VAT

JUNE

ART OF PROJECT MANAGEMENT*

Murat Ozbilen
30.05-03.06.2022. 09:00 - 11:00 5x 2h
Cost: 600€ +VAT

PARENTING TODAY

Jelena Đurđević
01.06. 10-12h
Cost: 80€ + VAT

MANAGING VIRTUAL AND HYBRID TEAMS

Ana Delić & Boris Bočvarski
02-03.06. 15-17h
Cost: 110€+VAT

HOW TO RUN EFFECTIVE MEETINGS

Boris Bočvarski
06.06. 15-17h
Cost: 80€ + VAT

THE ART OF INFLUENCE

Nikola Veličković
06.06. 13.06. 10-12h
Cost: 110€ + VAT

SAFETY: A CALLING AND A LIFESTYLE

Gordana Kipper Radmanović
08-09.06. 11-13h
Cost: 110€ + VAT

DELIVERING A VIRTUAL TRAINING

Nikola Veličković
20.06. 10-12h
Cost: 80€ + VAT

INTERVIEWING SKILLS

Nelica Bogunović & Hristina
Živković
22-23.06. 10-13h
Cost: 170 €+VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović &
Hristina Živković
29-30.06. 10-14h
Cost: 1300€ + VAT

* training delivered in English

JULY-AUGUST



SUMMER4GROWTH



SEPTEMBER

CONFLICT MANAGEMENT

Vladimir Borovnica
06.09.14-16h
Cost: 80€ + VAT

EMOTIONAL INTELIIGENCE

Eva Velimirović
09.09.15-17h
Cost: 80€ + VAT

WORK-LIFE BALANCE

Jelena Đurđević & Petar Kosovac
13.09.09-11h
Cost: 80€ + VAT

DESIGN THINKING

Igor Ivanović
14-15.09.11-13h
Cost: 110€ + VAT

Webinar: RESILIENCE

Vladimir Borovnica
TBD
Cost: 60€ + VAT

LEADERSHIP SKILLS

Ana Delić
21-23.09.11-13h
Cost: 150€ + VAT

FLEXIBILITY IN THE FACE OF CHANGE

Boris Bočvarski
26.09.15-17h
Cost: 80€ + VAT

LEADING THE CHANGE

Marina Delić
27-28.09. od 11 do 13h
Cost: 110€+VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
28-29.09.10-14h
Cost: 1300€ + VAT

OCTOBER

TIME MANAGEMENT

Snežana Isaković & Boris Bočvarski
03-04.10.15-17h
Cost: 110€ + VAT

AGILE PROJECT MANAGEMENT

Murat Ozbilen*
03-04.10.2022 09:00 – 11:00 2x2h
Cost: 240€ + VAT

THE BASIS OF COMPENSATION AND BENEFITS SYSTEM

Marko Polovina
TBD
Cost: 200€ + VAT

FIXED AND GROWTH MINDSET

Vladimir Borovnica
19.10.10-12h
Cost: 80€ + VAT

HOW TO RUN EFFECTIVE MEETINGS

Boris Bočvarski
26.10.15-17h
Cost: 80€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
26-27.10.10-14h
Cost: 1300€ + VAT

PRESENTATION SKILLS

Petar Kosovac
27-28.10.9-11h
Cena 170€ + VAT

* training delivered in English

NOVEMBER

PROJECT MANAGEMENT

Boris Bočvarski
31.10,01.11, 03.11 & 04.11.15-17h
Cost: 250€ + VAT

MANAGING STRESS

Vladimir Borovnica
01.11.14-16h
Cost: 80€ + VAT

SITUATIONAL LEADERSHIP

Ana Delić
08.11.11-13h
Cost: 80€ + VAT

MINDFULNESS

Eva Velimirović
10.11.11-13h
Cost: 80€ + VAT

EFFECTIVE AND EFFICIENT COMMUNICATION

Snežana Isaković
16.11.10-13h
Cost: 95€ + VAT

INTERVIEWING SKILLS

Nelica Bogunović & Hristina Živković
16-17.11.10-13h
Cost: 170€+VAT

DIFFICULT CONVERSATIONS: BACK ON THE SAME PAGE

Vladimir Borovnica
22.11.14-16h
Cost: 80€ + VAT

PARENTING TODAY

Jelena Đurđević
23.11.10-12h
Cost: 80€ + VAT

MOTIVATION AND TRUST IN HYBRID TEAMS

Ana Delić
29.11.11-13h
Cost: 80€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
30.11-01.12.10-14h
Cost: 1300€ + VAT

DECEMBER

BUSINESS SIMULATIONS - TEAM EFFICIENCY AND KEY FACTORS OF SUCCESS

Filip Pećanac
06.12.09-13h
Cost: 150€ + VAT

STORYTELLING

Petar Kosovac
09.12.09-11.30h
Cost: 80€ + VAT

Webinar: NEGOTIATING TECHNIQUES

Mladen Vasić
TBD
Cost: 60€ + VAT

VIRTUAL SALES: A NEW MEETING POINT

Ana Delić & Snežana Isaković
13.12.11-13h
Cost: 80€ + VAT

RESILIENCE IN SALES

Vladimir Borovnica
20.12.14-16h
Cost: 80€ + VAT

BUILDING GOOD HABITS

Jelena Đurđević
22.12.10-12h
Cost: 80€ + VAT

THOMAS CERTIFICATION TRAINING (PPA or TEIQue)

Nelica Bogunović & Hristina Živković
27-28.12.10-14h
Cost: 1300€ + VAT

ADDITIONALLY:

ONE WORD LEADS TO ANOTHER - INDIVIDUAL GROWTH SESSIONS

Jelena Đurđević
Cost: 80€ + VAT

FIRST-TIME MANAGER ACADEMY

€ 550+ VAT

LEADERSHIP SKILLS

Ana Delić
14-15.03.14h do 16h & 17.03.10h-12h

TIME MANAGEMENT

Snežana Isaković & Boris Bočvarski
24.-25.03. • 09h-11h

EFFECTIVE AND EFFICIENT COMMUNICATION

Snežana Isaković
12.04. • 10h-13h

THE ART OF INFLUENCE

Nikola Veličković
11.04. & 18.04. • 10h-12h

PRESENTATION SKILLS

Petar Kosovac
09.-10.05. • 09h-11h

LEADERSHIP 2.1

€ 480+ VAT

RESILIENCE - THE POWER OF LEADERS

Vladimir Borovnica
11.10. • 14h-16h

OPEN THE WAY TO GOOD IDEAS, THINK STRATEGICALLY

Marina Delić
14.10. • 10h-13h

CREATING A CULTURE OF REMOTE TEAMS

Ana Delić
18.10. • 11h-13h

LEADERS ECOLOGY - CARE OF PERSONAL SOURCES

Eva Velimirović
21.10. • 15-17h



FIRST-TIME MANAGER ACADEMY

MARCH - MAY '22.

Devised for new managers and those who are just about to start their managerial journey, our **First-Time Manager Academy** now comes as an open program. From our many years of experience running the Academy and working with new managers, we know that every management role requires the holder to readily adapt and take responsibility. We have therefore designed the Academy to help participants master tools and techniques towards:

- Effectively adapting the management style to each team member and any specific situation;
- Delegating and providing developmental feedback;
- Improving daily efficiency and work organisation;
- Improving communication skills with the aim of building sustainable relationships with both team members and superiors;
- Managing stakeholder expectations and effectively communicating important ideas.

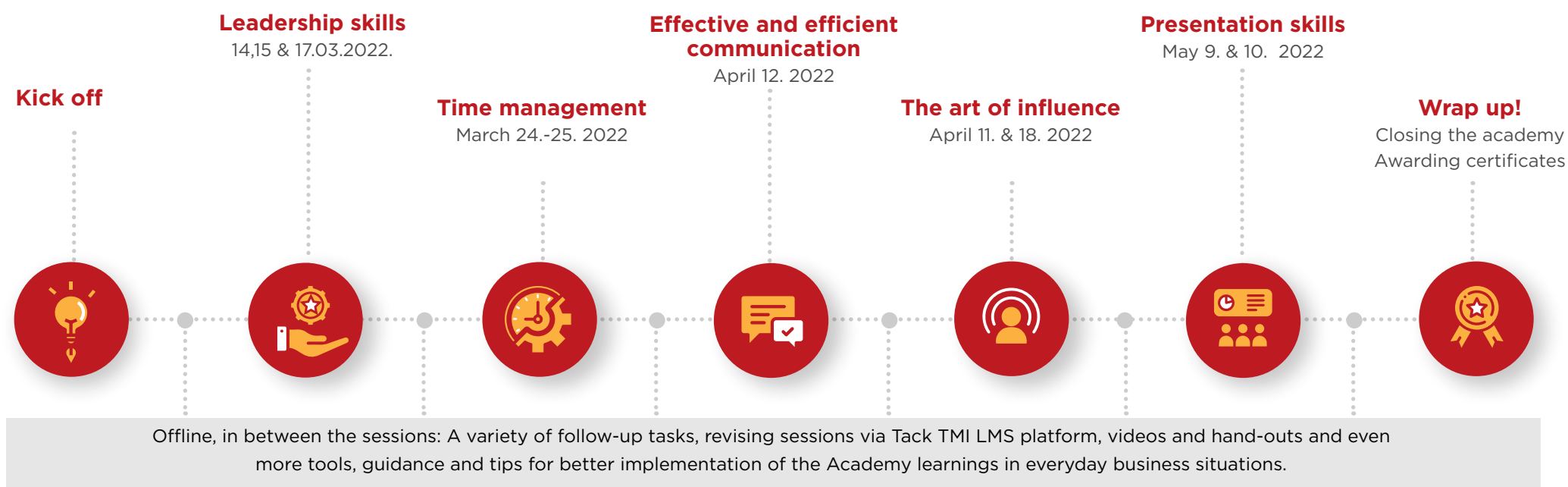
ACADEMY TRAINERS:
Ana Delić, Snežana Isaković, Nikola Veličković, Petar Kosovac

5 training modules

Price per participant: **550€ + VAT**

Contact: trening@tacktmiglobal.com

LEARNING JOURNEY:





COST: 150€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



3 modules



3x2h

→ Follow-up activities

Ana Delić

LEADERSHIP SKILLS

Not every manager is a leader. Leaders have a fundamentally different role in the organization.

ABOUT THE PROGRAM / KEY OUTCOMES:

The training encourages the participants to consider their team, the strengths and development needs, to understand how to adapt their management style to each team member and specific situation. The participants get the opportunity to work on their communication, delegation, feedback and motivation skills in order to lead the employees more successfully and to obtain the expected results more easily.

TRAINING TOPICS:

- Balancing leadership and support
- Levels of development of employees — commitment and competence
- Situational leadership – which style is adequate for which situation
- People are not difficult, people are different: DISC personality theory
- How to use DISC theory to motivate and to enhance communication
- What motivates people – Herzberg motivation theory
- What does SCARF model tell us about motivation?
- What, how and to whom to delegate?
- Smart delegating – setting a motivating and relevant goal, choosing the right person, preparation, 5P delegation model
- Feedback as a tool to develop and motivate employees
- Important rules and the formula for effective feedback



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



Snežana Isaković & Boris Bočvarski

TIME MANAGEMENT

When we have clear goals and we find and invest the time and energy required, we are on the path of efficient personal organisation.

ABOUT THE PROGRAM / KEY OUTCOMES:

This training aims at improving personal productivity and achieving better understanding, planning and organising of daily tasks towards realising personal and professional goals. Participants will have the opportunity to:

- Learn to better define their goals and direct their energy and time towards successful completion of those goals;
- Improve their ability to focus on key tasks and so increase the sense of satisfaction and control over their schedule and duties;
- Get better at balancing short-term tasks and priorities with the long-term ones;
- Realise the importance of taking personal responsibility in using the time as a nonrenewable resource.

TRAINING TOPICS:

- Analysing long-term goals against daily tasks
- Defining priorities and taking responsibility for using own time
- Creating individual basis for making decisions about priorities and planning
- Planning, organisation and allocation of time and energy
- Keeping a clear focus on the task and reducing the impact of distractions



COACH
Snežana Isaković

Snezana, a graduate sociologist, began her training career working in the non-governmental sector, dealing with informal education and realization of seminars and trainings on the topics of project management, communication, team management and others. Since 2016, she has been a member of the Tack TMI training team (part of the Gi Group), and actively participates in training and development consulting projects, both through the creation of individual and group development solutions, and through the implementation of training programs. As a trainer and facilitator, Snežana actively conducts live and online trainings and teambuildings in the areas of: time management, communication skills, stress management, DISC methodologies, sales skills, mentoring, effective meetings, as well as training on team efficiency in remote and hybrid teams. During ten years of conducting trainings and facilitations, Snežana gained rich experience working with teams from different industries and hierarchical levels.



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online. Boris's coaching work and training are based on many years of work as a project manager and consultant in the design, implementation and monitoring of projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Villages Foundation, where he was responsible for providing funding through project applications, communicating with investors and monitoring all projects within the organization.

COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Assignment between modules
Follow-up activities



Snežana Isaković

EFFECTIVE & EFFICIENT COMMUNICATION

„The single biggest problem in communication is the illusion that it has taken place“.

ABOUT THE PROGRAM / KEY OUTCOMES:

This training is for those who would like to take an important step in their personal and professional development. Participants will see themselves in some of the examples from real life- they will gain personal insight into their own patterns of behaviour and consider alternative patterns known to achieve better results. Efficient communication is not merely a way to save resources through avoiding mistakes, it is necessary to limit the sense of insecurity and confusion, prevent us from slipping into the culture of mistrust, as well as increase productivity and the sense of belonging amongst employees. To quote Bernard Show: „The single biggest problem in communication is the illusion that it has taken place“. So don't fall for the illusion, join the training!

TRAINING TOPICS:

- What makes for an efficient communication
- Understanding the other person and their motives
- Active listening and what stands in its way
- Put your question right
- Life position: I'm OK- you're OK
- Comprehensive communication model
- Saying no and keeping the relationship



COACH
Snežana Isaković

Snezana, a graduate sociologist, began her training career working in the non-governmental sector, dealing with informal education and realization of seminars and trainings on the topics of project management, communication, team management and others. Since 2016, she has been a member of the Tack TMI training team (part of the Gi Group), and actively participates in training and development consulting projects, both through the creation of individual and group development solutions, and through the implementation of training programs. As a trainer and facilitator, Snežana actively conducts live and online trainings and teambuildings in the areas of: time management, communication skills, stress management, DISC methodologies, sales skills, mentoring, effective meetings, as well as training on team efficiency in remote and hybrid teams. During ten years of conducting trainings and facilitations, Snežana gained rich experience working with teams from different industries and hierarchical levels.

COST: 95€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



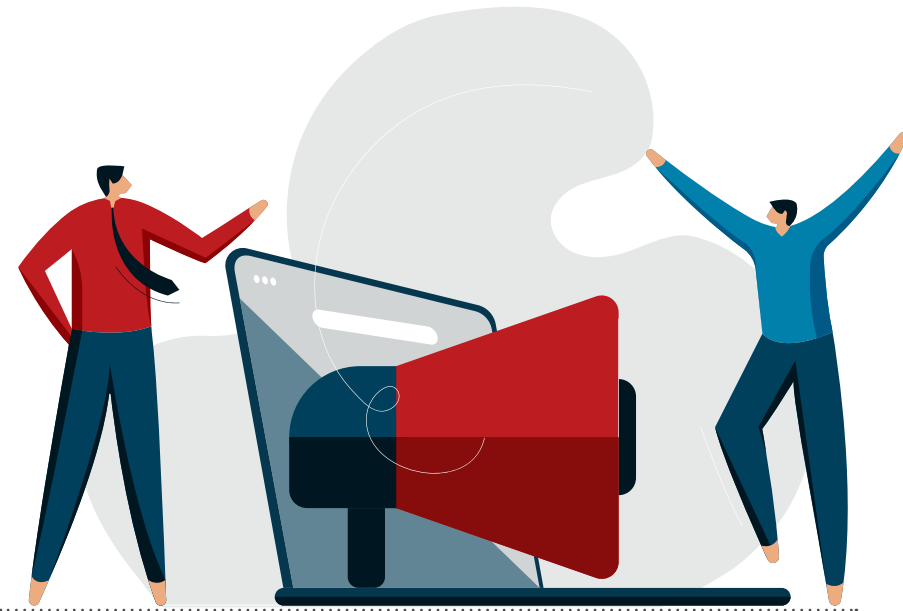
1 module



1x3h



Follow-up activities



Nikola Veličković

THE ART OF INFLUENCE

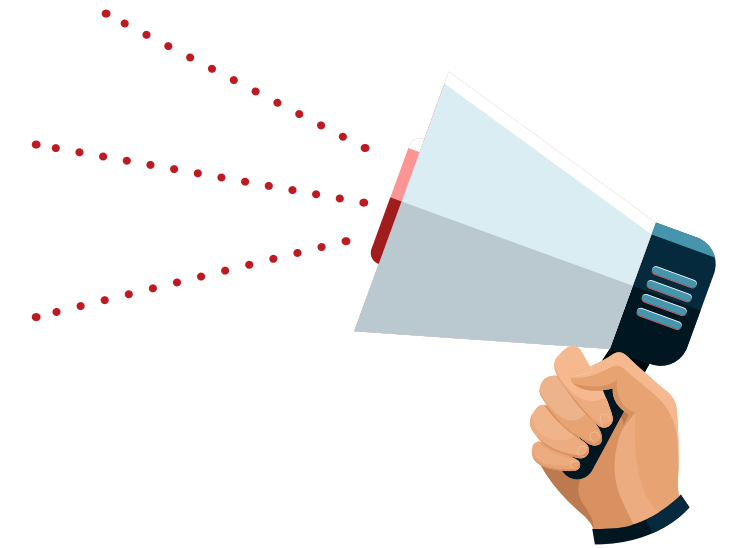
Thanks to the plenty of research made on this subject, we now know what works and what doesn't when it comes to influencing others.

ABOUT THE PROGRAM / KEY OUTCOMES:

This training is an opportunity for all participants to acquire practical tools and advice on how to influence their colleagues/managers/clients, especially in situations where they do not have any formal authority. After the workshop, the participants will know how to approach people who are important for their work with tact, while achieving their goal in negotiations with different associates, maintaining constructive relationships with them and motivating them to cooperate.

TRAINING TOPICS:

- Influence strategies
- Using efficient communication to influence
- Powerful questions – How to open closed doors?
- Influence funnel



COACH
Nikola Veličković

In the period from 2018 to 2020, as a trainer and consultant at Tack TMI (part of the Gi Group), Nikola worked on creating educational solutions that are easily transferred to the work environment and contribute to individual and organizational changes.

Today, in the role of Senior Instructional Designer in the Dutch company AIHR-Academy to Innovate HR, Nikola develops E-learning and blended learning programs that aim to change and innovate the HR industry globally.

Nikola has dedicated the past 10 years to developing educational solutions for individuals, NGOs and companies around the world.

Believing that learning can and should be fun, Nikola develops interactive programs, based on the needs of the individual and the goals of the organization.

Nikola connects his academic anagogical experience with new trends in learning and development of organizations and teams by creating programs that are theoretically grounded and practically applicable.

He is especially dedicated to topics such as communication, influencing skills, change management, collaboration, virtual learning, teamwork and the like.

COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities



Petar Kosovac

PRESENTATION SKILLS

*46% of people admit they lose concentration during presentations of their colleagues**

ABOUT THE PROGRAM / KEY OUTCOMES:

During the training the participants will enhance knowledge and skills which will be useful for making more efficient public appearance and presentations. Dealing with elements necessary for preparing and delivering a good presentation, participants will receive practical advice, useful tools and a better understanding of how to adapt their appearance to the public in order to achieve the goals of the presentation. The course is intended to strengthen competence of the participants in designing and delivering outstanding presentations to various audiences, associates, managers and clients.

TRAINING TOPICS:

- Setting a well formulated goal of the presentation
- Structure of the presentation depending on the type of audience (management meeting or public gathering)
- Opening and getting attention
- Tools of great speakers (voice, body language, words)
- How to overcome speech jitters
- Effective conclusion
- Answers to difficult questions
- Opportunities and challenges of virtual presentation
- How to stimulate interaction between participants by using technical functionalities of online platforms (Hypersay, Kahoot...)
- Analysis of recorded presentations and feedback from participants and trainer

* Prezi platform survey



COACH
Petar Kosovac

Petar Kosovac, associate of the Tack TMI (a Gi Group company) training team, corporate trainer and coach with rich global business experience, is currently employed by Hyperoptic as a leader development expert.

For years, he successfully worked as a Marketing Manager for the launch of new services at Telenor, and since 2013 he has dedicated his career to the development and implementation of various training programs. During his many years of experience, Peter has held trainings for leadership, innovation and presentation in England, Sweden, Norway, Austria, Greece, Bulgaria, Malaysia, Pakistan, Myanmar, Thailand.

His expertise in live and online performance includes the following areas: business partnership, coaching, leadership and neuroscience, presentation skills, storytelling, innovation, positive impact skills and areas of personal growth and development, such as full awareness and balance skills. between the business and private segments of life, or work-life balance.

COST: 170€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities

LEADERSHIP 2.1

This is not a program of basic leadership skills, this is a program of basic leadership skills of the future.

The pandemic, and everything it entails, has only accelerated the need for further development of leaders and the spread of their knowledge. We recognized the importance of supporting leaders as the company's pillars for achieving results, creating employee satisfaction through adequate management of constant change. That's why we offer you a leadership program that will upgrade their leadership strengths through the skills necessary for self-empowerment and successful team leadership.

PRICE PER PARTICIPANT: 480€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:

4 training programs

2-3h

Follow-up material between sessions

Within the program, participants have one mentoring session lasting 45 minutes with a consultant of their choice.



Vladimir Borovnica

RESILIENCE - THE POWER OF LEADERS

Workplace stress is a significant issue facing leaders, and the World Health Organization describes stress as a "global health epidemic of the 21st century." In order to achieve business goals, it is vital that leaders can respond effectively to the different demands and pressures of their roles, as well as to the constant changes around them. It is clear that resilience, i.e. resilience to stress is one of the key skills needed by leaders in the period ahead.

In this module, participants will have the opportunity to learn about the concept of resilience, the basic components of this ability, as well as ways they can train stress resistance, both their own and that of their team members.



Marina Delić

OPEN THE WAY TO GOOD IDEAS, THINK STRATEGICALLY

In today's organizations, we function with less and less hierarchy and more and more independence. The pace of change is relentless and employees, from where they are, need to see beyond their current function and narrower context. Our goal is to see how much productivity and effectiveness in business improves when strategic thinking becomes a habit, as well as to practice strategic thinking practices individually or as a team.

In this module, participants will be given tools to help them be agile and constantly re-examine the way things work, within the team and industry, in search of new opportunities.



Ana Delić

CREATING A CULTURE OF REMOTE TEAMS

Teams with a good team culture are more productive, efficient and show greater commitment. Many believe that great culture appears on its own in teams that share the same office space and see each other every day, but this is a misconception. Together in the office or not, a good team culture is strategically planned and built with effort and commitment. Teleworking or hybrid teams require special care in creating a culture that fosters efficiency, commitment and trust.

In this course, we will become aware of what makes a team's culture, share good practices and help you design the steps you can take as leaders to encourage, create and live the desired culture.



Eva Velimirović

LEADERS ECOLOGY - CARE OF PERSONAL SOURCES

This module aims to shift the focus to the leader himself, who is the bearer of emotional stability in the team. In order to be able to successfully deal with all the demands placed on us by the organization, colleagues and associates, but also by ourselves, it is necessary to take care of ourselves. Nurturing sources of hope, inspiration and commitment begins with recognizing what makes it difficult for us to function, and what we can still influence. Keeping in mind our long-term goals, we will deal with how to more consciously invest energy in creating and maintaining healthy habits that contribute to calmness, recognition of personal strengths and long-term motivation.



Petar Kosovac & Jelena Đurđević

WORK-LIFE BALANCE

Virtual working comes with many advantages but it makes it harder to draw a line between different segments of life.

ABOUT THE PROGRAM / KEY OUTCOMES:

Balancing private and work life can be difficult and exhausting for many of us, especially in times of uncertainty and change. Virtual working comes with many advantages but it makes it harder to draw a line between different segments of life. This interactive workshop focuses on developing the awareness and knowledge needed to do just that. With this new mindset and careful selection of priorities we will be in position to achieve better work-life balance, free up our time and allow for healthy functioning in all areas of life.

TRAINING TOPICS:

- Finding balance on the work-life scale
- Achieving better work-life balance with carefully selected priorities
- Changes in behaviour and elements of functional depression
- 'It's all in our heads' - the things our brain needs to function daily
- The power of responsible mindset
- Practical tools for relieving stress based on neurological research
- Simple technique for conflict de-escalation in private and business interactions



COACH
Petar Kosovac

Petar Kosovac, associate of the Tack TMI (a Gi Group company) training team, corporate trainer and coach with rich global business experience, is currently employed by Hyperoptic as a leader development expert.

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COACH
Jelena Đurđević

Jelena is a psychology graduate and psychotherapist under the supervision of the European Association of Family Systemic Therapists. She is a member of the Serbian Analytical Society, which is part of the development group of the International Association for Analytical Deep Psychology (IAAP).

She adapted her therapeutic work with clients to the specific needs and problems of each person, and special emphasis is placed on establishing a relationship based on understanding and trust. She combines methods and techniques of family, partner, and individual therapy, as well as approaches to in-depth analytical psychology.

Jelena is a consultant of the Tack TMI team (part of Gi Group), where she actively works on creating, implementing and adapting programs in the field of stress management, emotional agility, assertive communication, parenting, establishing healthy habits and other topics dedicated to personal growth and development.

COST: 80€ + PDV

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Ana Delić

MOTIVATION AND TRUST IN HYBRID TEAMS

Productivity, motivation, trust and team cohesion could not simply be imported from the time when we mostly worked from our offices.



COST: 80€ + PDV

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

Our new reality, namely virtual working from our kitchen, has served leaders with new challenges. Productivity, motivation, trust and team cohesion could not simply be imported from the time when we mostly worked from our offices.

This training will explore the challenges and opportunities in leading virtual teams as well as ways of adapting pre-built skills to the new business climate. It will aim to equip participants with best practises to build and retain team cohesion, motivation and efficient communication and achieve business results.

TRAINING TOPICS:

- Communication is a constant process but is it always efficient?
 - » Tools, channels, frequency and effects
- Giving team members more autonomy, safely
- Genovese syndrome and leader's role in encouraging employees to take responsibility
- Ways of building trust, psychological security and cohesion in the team
- What motivates people and how to encourage self-motivation – SCARF model



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

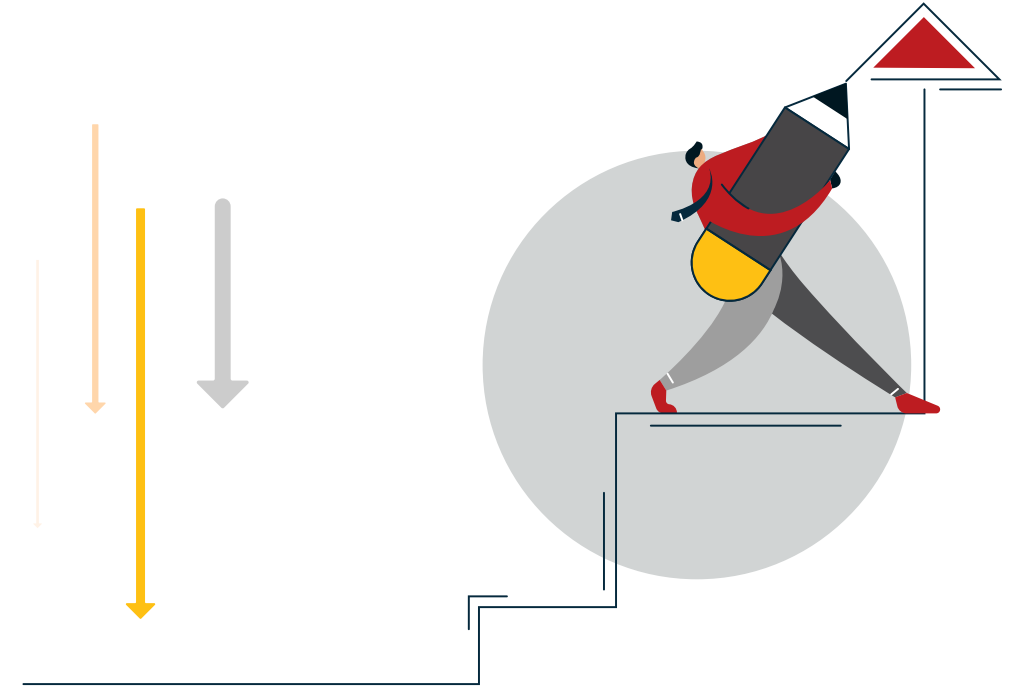
Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



Vladimir Borovnica

RESILIENCE IN THE WORKPLACE

Resilience is the ability to recover after stressful situations.



ABOUT THE PROGRAM / KEY OUTCOMES:

A prolonged period of great changes faces us with many challenges. This usually involves increased work load, significant changes at workplace (e.g. working from home), various private responsibilities, along with constantly present uncertainty. All this has additionally exhausted our stress management resources. In addition to genuinely complex and unpleasant circumstances, fatigue, hopelessness and apathy are some of the key risks that have emerged.

This is why resilience (i.e. ability to recover after stressful situations) is a key competence in these days. Resilience is based on the commitment to goals and values, the focus on factors we have influence on, the ability to identify challenges and opportunities even in most demanding or threatening circumstances, the ability to preserve optimism after a series of unfavourable events. During this training, we will focus on exercises that can help you acquire competences which will strengthen your resilience.

TRAINING TOPICS:

- Resilience – basic competencies
- Purpose and the big picture
- Optimism based on reality
- Recognising opportunity
- Growth mindset



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST: 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Nelica Bogunović & Hristina Živković

THOMAS CERTIFICATION TRAINING

ABOUT THE PROGRAM / KEY OUTCOMES:

Gi Group HR Solutions has been the authorised distributor of Thomas assessment instrument for the territory of Serbia, Montenegro and Croatia since 2004.

Thomas International system is a set of instruments consisting of competence assessment questionnaires:

- DISC instruments – Personal profile analysis, Work analysis, Team culture analysis
- Test of emotional intelligence as personality trait

Based on these instruments, over 20 reports can be created that will provide you with a systemic and professional approach to candidate selection, work requirements analysis, employee training and development, employee competence and potential assessment, people management.

The experience of our clients shows that these instruments are most useful to managers in the process of motivation and stimulation of employees in their work environment, helping them to encourage self-confidence, enthusiasm and level of commitment of the employees. Some of our clients that are using Thomas instruments in Serbia and Croatia are the following companies: Delhaize, Dr Oetker, SPAR, Telenor, SBB, Valjaonica bakra Sevojno, Hemofarm, Phoenix Pharma, Strabag, Komercijalna banka, Sberbank, Credit Agricole, Wiener Staedtische and others.

TRAINING TOPICS:

Topics for **Thomas PPA** (personal and work profile analysis) certification trainings:

- DISC theory and terminology
- PPA – profile interpretation
- Work analysis
- Applying DISC instruments in the process of regulation and selection
- Applying DISC instruments in the process of employee development
- Providing feedbacks

Topics for **Thomas TEIQue** (Trait Emotional Intelligence Questionnaire) certification trainings:

- Defining emotional intelligence – K.V. Petrides
- TEIQue personality traits
- Understanding and interpreting TEIQue results
- Applying TEIQue in the process of employee development
- Providing feedback



COACH
Nelica Bogunović

As a Tack TMI HR consultant (a Gi Group company) Nelica has been a part of the company since 2008. Nelica is in charge of designing and running development assessment centers, giving feedback to participants and creating development plans. In the assessment centers she uses a variety of assessment tools, including 360 feedback. She has experience in managing HR consulting and outplacement projects, as well as 10 years of experience in recruiting and selecting candidates. Nelica graduated in psychology at the Faculty of Philosophy in Belgrade, and is involved in coaching and psychotherapy. She is a certified trainer for the use of Thomas International instruments for the assessment of employees / candidates, as well as for the certification of new users. She also delivers trainings for competency-based interviews and individual coaching sessions. Nelica approaches all programs systematically and successfully implements them both live and online.



COACH
Hristina Živković

Hristina has over 10 years of experience in the field of human resources, as a consultant and as an HR business partner in a global corporation. In addition to many years of experience in recruiting and selecting candidates, Hristina leads projects of assessment centers, outplacement, research of salaries and benefits, employee satisfaction, and she is engaged in projects of job evaluation and salary structure development. Hristina has a master's degree in psychology, at the University of Belgrade, and is currently at the advanced level of educational psychology in Gestalt psychotherapy. She also completed the certification training coaching (Aligned Action International). She is trained to conduct structural psychological interviews, conduct psychological tests, conduct research projects, perform psychological assessment and profile candidates. She is a certified Thomas International tool use trainer and conducts competency-based interview training.

COST: 1300€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x4h



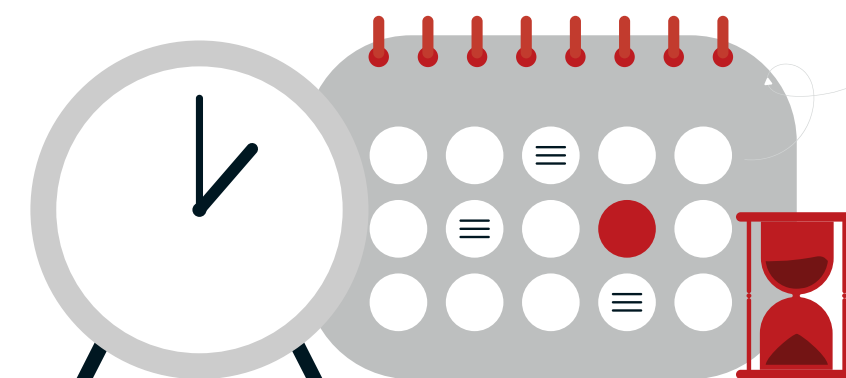
Follow-up activities



Eva Velimirović

KEEPING WELL & WELL ORGANISED

We explore ways of keeping focus on important tasks and activities while looking after our mental and physical health.



COACH
Eva Velimirović

Eva has 20 years of professional experience, and she has been working as a consultant and coach since 2013. She is a supervised psychologist and psychotherapist, with education in Rational Emotional and Cognitive Behavioral Psychotherapy (RECBT) accredited within the IAREBT / EABCT.

As a longtime associate of Tack TMI (a Gi Group company), she delivers and develops trainings in the field of her expertise and professional experience, such as: emotional intelligence and emotionally intelligent leadership, personal efficiency, stress management, mindfulness, leadership, resilience, building and nurturing trust in the team, presentation skills, train the trainer and similar.

In working with clients, she combines her knowledge and experience with a pronounced flexibility and the need to adapt relevant modern theoretical models to the context of different business environments and the specific needs of each participant. She is focused on supporting clients in overcoming emotional problems that make it difficult for them to achieve long and short-term goals.

ABOUT THE PROGRAM / KEY OUTCOMES:

The aim of this workshop is to share experiences and techniques for better planning and organisation in a changed and difficult working environment. We explore ways of keeping focus on important tasks and activities while looking after our mental and physical health as well as important people in our lives. We will share insights on how not to lose sight of our long-term goals and go about our daily duties diligently, in a way that helps towards achieving the long-term goals.

TRAINING TOPICS:

- Keeping concentration in extraordinary circumstances- the ability to focus as a superpower of present and future
- Awareness of distractions and techniques for overcoming bad habits; psychological basis of postponement and procrastination
- Analysis of key efficiency skills- crucial in times of crisis and dramatically changed working conditions
- New standards for outstanding achievement and productivity- what to include in our daily and weekly activity plan
- Useful, proven guidelines for achieving greater efficiency and better mental and physical health

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Vladimir Borovnica

MANAGING STRESS

The way we interpret events directly affects our ability to deal with stress.



ABOUT THE PROGRAM / KEY OUTCOMES:

This training gives participants an opportunity to uncover the roots of the stress they are facing, whether it's the everyday work-related stress or stress brought by sudden change. We will look into basic methods of stress management, especially those relating to perception. It is well known that people interpret events differently and therefore respond to stress differently. Participants will also be able to try different tools such as breathing techniques that help control immediate reaction to stress as well as communication tools that protect us when interacting with others. The goal of the training is to introduce some of the basic universal tools of stress management and their potential uses.

TRAINING TOPICS:

- What is stress?
- The effect stress has on our health and the way we function
- Changing perception of a situation
- Dealing with a situation constructively
- The image of ourselves in a stressful situation
- Stress and emotions
- Protecting from stress in relationships with others



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Petar Kosovac

STORYTELLING

Stories constitute the single most powerful weapon in a leader's arsenal.



ABOUT THE PROGRAM / KEY OUTCOMES:

Professor Gardner from the Harvard University underlined something that people have been aware of since antient times – stories create motivation, need, incite action, make complex strategy closer, get us to know a product. For thousands of years people have been listening to stories by the fire, transferring the knowledge in this way. They are a part of our DNA and, as soon as we hear “once upon a time”, we are already interested. If this wasn’t the case, we would all rely on reading the encyclopaedias to get more information, and instead we are reading novels and watching catching TV series.

During a fun, practical and engaging training, the participants will learn to create their own stories and find out what each of them needs to pay attention to when telling them in the business environment. With some theory and lots of practice, they work on adopting a model of creating motivating stores which are ideal to be presented in the business environment.

TRAINING TOPICS:

- How to create a story in five steps
- How to effectively address a product/service you wish to offer with a story (the audience being top management, you team or wider public)
- How to get started and to get attention of the audience
- How to provoke the desired emotion/mood in the team, by telling a story
- What each of the participants needs to pay particular attention to in their own presentation style to make the right effect on the audience



COACH
Petar Kosovac

Petar Kosovac, associate of the Tack TMI (a Gi Group company) training team, corporate trainer and coach with rich global business experience, is currently employed by Hyperoptic as a leader development expert.

For years, he successfully worked as a Marketing Manager for the launch of new services at Telenor, and since 2013 he has dedicated his career to the development and implementation of various training programs. During his many years of experience, Peter has held trainings for leadership, innovation and presentation in England, Sweden, Norway, Austria, Greece, Bulgaria, Malaysia, Pakistan, Myanmar, Thailand.

His expertise in live and online performance includes the following areas: business partnership, coaching, leadership and neuroscience, presentation skills, storytelling, innovation, positive impact skills and areas of personal growth and development, such as full awareness and balance skills. between the business and private segments of life, or work-life balance.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2,5h



Follow-up activities



Ana Delić

SITUATIONAL LEADERSHIP

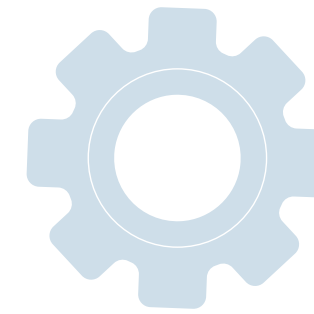
Situational leadership is a matter of flexibility and it requires a leader constantly adapting to employees, company needs and circumstances.

ABOUT THE PROGRAM / KEY OUTCOMES:

This program encourages participants to look closer at their team's strengths and developmental needs and become more efficient at adapting their management style to each team member and specific situation. Participants will work on their own examples so they can better understand the needs of their employees and develop flexibility in choosing the adequate leadership style. This will help improve employee satisfaction and open the way to achieving business goals.

TRAINING TOPICS:

- 'Managerial domain' and what falls into it
- Levels of employee readiness- competences vs. commitment on a task level
- Analysing developmental needs for different levels of readiness
- Leadership styles- balancing between control and freedom
- Case studies- practise in small groups



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h

→ Follow-up activities



Igor Ivanović

DESIGN THINKING

Design thinking je azbuka poslovanja u novom okruženju u kojem se svi nalazimo.

ABOUT THE PROGRAM / KEY OUTCOMES:

Participants will have a chance to see and understand the Design Thinking concept, and to get to know the 3 principal phases and main tools used in the phases, which will be available to them in solving everyday and strategic business challenges. Through examples of real-life problem-solving situations that are close to them, the participants will have a chance to become aware of ways to look for solutions to complex problems, to innovate through cooperation, to create comprehensive solutions, while focusing on the needs of all stakeholders: from the company launching a product/service on the market to the end user. After a rather interactive and practical training, the participants will be equipped with a set of methods and techniques and a generally different concept of dealing with a challenge from the one they have been applying daily, which they can further exercise and develop in practice, and also easily introduce them to their close collaborators. Until recently labour market expected you to know how to use Microsoft Office, today you are expected to know at least basic tools for digital era such as Design Thinking.

TRAINING TOPICS:

- What is innovation and why is it especially important nowadays?
- Design thinking – why is this method essential to successful business today?
- Defining needs of the end users – ask the right questions, to the right people and make the right conclusions
- How to reach innovative solutions – idea generating tools
- How to develop and to test an idea most efficiently, with least resources
- How to get from a great idea to a great product (connect Design Thinking with Agile Methodology)



COACH Igor Ivanović

Igor Ivanović, associate of the Tack TMI training team (part of the Gi Group), is a graduate economist with 20 years of regional experience in marketing in the service industry. His professional focus is on the design of the user experience, primarily through

the development of services and products tailored to the identified needs of end users, the structured process of innovation and the design of supporting work processes. Igor has extensive practical experience in introducing new, user-oriented ways of working in a traditionally technically oriented business environment, through the implementation of new work methodologies, employee education and changes in internal processes. In these activities, his skills of team leadership, change management, design thinking and presentation are of great benefit, which, as well as professional knowledge, he acquired through his many years of practice and actively passed on to his associates. As a manager of teams that are the main link in several phases of product and service development, Igor has gained comprehensive understanding and practical experience in establishing efficient business processes from idea to launch of the final product, with customer feedback and proactive structured implementation of necessary improvements.

COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



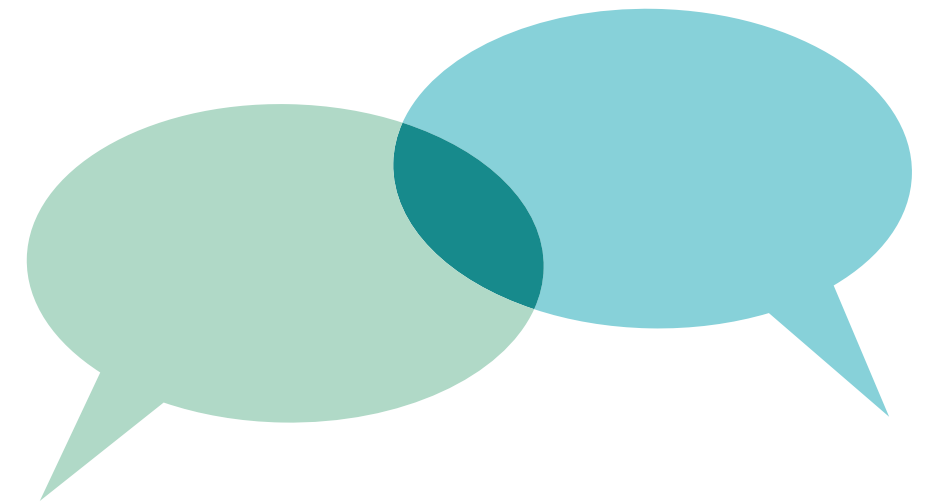
Follow-up activities



Vladimir Borovnica

DIFFICULT CONVERSATIONS: BACK ON THE SAME PAGE

These are tools to help you improve your constructive communication skills.



COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

This training provides tools to help participants improve their skills of leading constructive dialogues. We will look at the difference between constructive and destructive dialogue and the ways we can turn destructive into a constructive communication. As the reason for communication taking the wrong turn most often lies in unwilling impulse reactions, we will offer tools that can help participants direct the dialogue in a constructive direction.

TRAINING TOPICS:

- Empathy as the main foundation of dialogue and cooperation
- Tension and its effect on team relationships
- The moment dialogue turns destructive and what leads up to it
- Taking the dialogue back onto a constructive path



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.



Vladimir Borovnica

SELF-CONFIDENCE & SELF-MOTIVATION

ABOUT THE PROGRAM / KEY OUTCOMES:

Building and improving confidence and motivation is a lifelong process. No matter how confident or accomplished we may be, we are constantly facing new challenges testing our confidence all over again.

Self-confidence and self-motivation are key to our personal development. This is especially important in times of uncertainty and change. This workshop will arm you with just the right tools to strengthen your confidence and motivation and encourage you to apply your learnings in real life situations.

This program is based on many years of experience developing similar programs and it combines empirical evidence with a variety of methodologies proven in practice.

TRAINING TOPICS:

- What is self-confidence and what does it depend on?
- Connection between self-confidence and performance
- Key foundations of confidence
- Perseverance and how to achieve it- persistence as key factor of personal development
- Avoidance- the biggest enemy of self-motivation
- Developmental mental attitude – how to nurture a culture of learning and development
- How to measure a goal- motivating oneself and others



COACH
Vladimir Borovnica

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COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



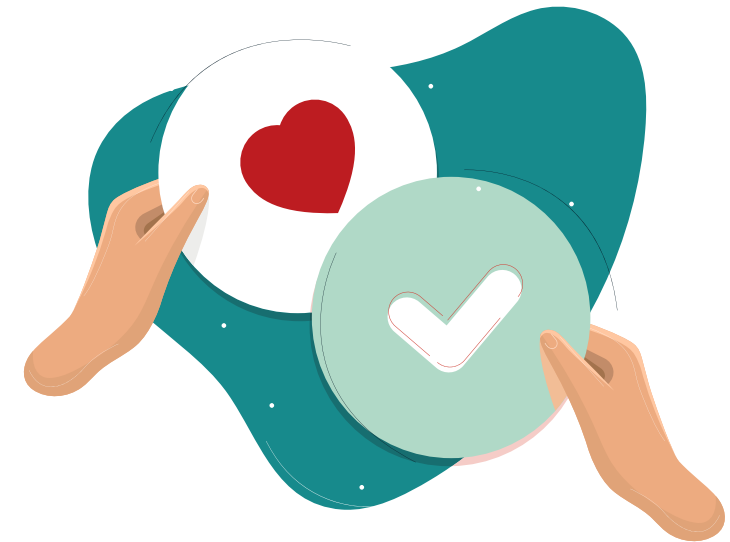
Follow-up activities



Eva Velimirović

EMOTIONAL INTELLIGENCE

Emotional literacy and emotional intelligence skills are key foundation for success in modern business.



ABOUT THE PROGRAM / KEY OUTCOMES:

The importance of this topic is particularly evident under the present conditions of great uncertainty and sudden changes, when individuals and teams are expected to display high level of adaptability, psychological resilience and maturity.

The concepts of “agility” and “resilience” are based on a number of skills that allow us to understand our own feelings and to know what to do to avoid falling into the trap of sheer automatic reactions which often don’t do us any good. Experience has shown that these skills lead to better results in the long run, contribute to innovation and creativity and help us create good and productive teams.

Based on good practice and reliable results of research made in the field of psychology, neuroscience and business, this interactive workshop focuses on the development of knowledge and skills allowing us to recognize our own and other people’s feelings, to understand them better and to respond to them appropriately, in order to achieve are goals more easily and to nurture better relationships with those who matter to us.



COACH
Eva Velimirović

Eva has 20 years of professional experience, and she has been working as a consultant and coach since 2013. She is a supervised psychologist and psychotherapist, with education in Rational Emotional and Cognitive Behavioral Psychotherapy (RECBT) accredited within the IAREBT / EABCT.

As a longtime associate of Tack TMI (a Gi Group company), she delivers and develops trainings in the field of her expertise and professional experience, such as: emotional intelligence and emotionally intelligent leadership, personal efficiency, stress management, mindfulness, leadership, resilience, building and nurturing trust in the team, presentation skills, train the trainer and similar.

In working with clients, she combines her knowledge and experience with a pronounced flexibility and the need to adapt relevant modern theoretical models to the context of different business environments and the specific needs of each participant. She is focused on supporting clients in overcoming emotional problems that make it difficult for them to achieve long and short-term goals.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities

TRAINING TOPICS:

- Self-work as basis for emotional intelligence
- Understanding link between feelings, thoughts and behaviour
- Development of founded self-belief: awareness of own strengths to overcome various difficulties
- Importance of empathy in business environment
- Ways of manifesting emotions at works and support to better understand and overcome them and to adopt more constructive forms of behaviour



Boris Bočvarski

FEEDBACK REINVENTED

65% of employees ask for further feedback as a way of knowing where they stand in their career.



ABOUT THE PROGRAM / KEY OUTCOMES:

This training is designed to take us back to beginnings- the very understanding of feedback and how to use any mistake or failure as a starting line of development. According to the latest research, 65% of employees asked for further feedback as a way of knowing where they stand in their career. Only one of five employees thought they were given constructive feedback from their managers while most of the employees in this research said they were unsure of how to make use of the feedback they received.

One of the reasons for such a low rate of successful feedback lies in the fact that managers mostly focus on techniques when giving feedback. However for these techniques to be effective we need to know when to give feedback, for what reason and what parameters to consider to ensure effective developmental feedback.

TRAINING TOPICS:

- Beliefs versus facts
- The impact of emotions and existing relationships when giving feedback
- Learning curve- right and wrong feedback
- Feedback techniques and leading the feedback meeting:
 - » Stop, start, continue approach
 - » Respond to employee response to your feedback



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online.

Boris's coaching work and training are based on many years of work as a project manager and consultant in the design, implementation and monitoring of projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Villages Foundation, where he was responsible for providing funding through project applications, communicating with investors and monitoring all projects within the organization.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Ana Delić & Snežana Isaković

SELLING IN ACTION

Get acquainted with the methodology that will allow you to be sure that you have recognized and used every sales opportunity.

ABOUT THE PROGRAM / KEY OUTCOMES:

This training is a detailed guide through the sales process and it uses the PRO-PAYBACK model to help participants improve their sales competences. Participants will learn techniques that help identify sales opportunities and any room for upsell and cross-sell in everyday business situations. Applying this model will increase participants' sales confidence as well as chances for positive outcomes.

TRAINING TOPICS:

- Basic steps of sales process
- Preparation for sales meeting, setting objectives
- Researching and obtaining information about the prospect buyer
- Generating interest, creating the need
- Establishing trust
- Analysing, drafting and presentation of a sales offer and its value for the prospect buyer
- Elevator pitch – short presentation of a key idea
- Professional efficient handling of buyer's objectives
- Closing techniques
- Creating opportunity for upsell and cross-sell
- Closing the sale



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



COACH
Snežana Isaković

Snezana, a graduate sociologist, began her training career working in the non-governmental sector, dealing with informal education and realization of seminars and trainings on the topics of project management, communication, team management and others.

Since 2016, she has been a member of the Tack TMI training team (part of the Gi Group), and actively participates in training and development consulting projects, both through the creation of individual and group development solutions, and through the implementation of training programs. As a trainer and facilitator, Snežana actively conducts live and online trainings and teambuildings in the areas of: time management, communication skills, stress management, DISC methodologies, sales skills, mentoring, effective meetings, as well as training on team efficiency in remote and hybrid teams.

During ten years of conducting trainings and facilitations, Snežana gained rich experience working with teams from different industries and hierarchical levels.

COST: 150€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



3 modules



2x3h



Follow-up activities



Eva Velimirović

MINDFULNESS

Mindfulness as a practice and life philosophy is a superpower

ABOUT THE PROGRAM / KEY OUTCOMES:

If you find yourself struggling to stay focused on what matters to you, if you sometimes feel like you're on emotional roller coaster, or if you just want more peace and quiet in your life, no matter what circumstances you are currently facing, this is a topic for you. The purpose of the training is to get acquainted with the philosophy, the scientific foundation and the practice of mindfulness, that many distinguished experts of clinical psychology, neuroscience and medicine believe will be the next big revolution in general wellbeing of the people.

It has been proved that practicing mindfulness enables more presence in the moment, reduces frequency of automatic reactions and therefore provides more choice, freedom and satisfaction, better concentration, better emotion regulation and clearer sensory perception.

TRAINING TOPICS:

During the webinar, the participants will be able to find out:

- What this mindfulness is all about and why is it gaining growing popularity in the Western world, largely used to living in the so-called multitasking culture and where sensations and emotions are numbed.
- Why is mindfulness, as a practice and as life philosophy, a superpower
- What is the link between awareness, our brain, emotions, reactions and long-term goals and how can this link become stronger with exercise
- How can presence in the moment and the awareness of what is going on in our mind, heart and body, provide foundation for gaining wisdom on how we want to handle particular situations instead of reacting blindly as if on automatic pilot.
- How can mindfulness be applied to everyday life, to cultivate the sense of presence of "here and now". In what way does this spontaneously lead to gratitude and perception of greater sense.
- What are usual dilemmas about mindfulness and possible further steps for those who wish to try it or to reinforce the practice of awareness in their life.



COACH
Eva Velimirović

Eva has 20 years of professional experience, and she has been working as a consultant and coach since 2013. She is a supervised psychologist and psychotherapist, with education in Rational Emotional and Cognitive Behavioral Psychotherapy (RECBT) accredited within the IAREBT / EABCT.

As a longtime associate of Tack TMI (a Gi Group company), she delivers and develops trainings in the field of her expertise and professional experience, such as: emotional intelligence and emotionally intelligent leadership, personal efficiency, stress management, mindfulness, leadership, resilience, building and nurturing trust in the team, presentation skills, train the trainer and similar.

In working with clients, she combines her knowledge and experience with a pronounced flexibility and the need to adapt relevant modern theoretical models to the context of different business environments and the specific needs of each participant. She is focused on supporting clients in overcoming emotional problems that make it difficult for them to achieve long and short-term goals.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Vladimir Borovnica

FIXED AND GROWTH MINDSET

Intelligence is an ability developed through experience



ABOUT THE PROGRAM / KEY OUTCOMES:

During the training, the participants will be able to learn about the concepts of growth and fixed mindset. They will learn about possible implications for business and private environment. They will have a chance to examine their own mindset and the consequences of the mindset for personal development. Finally, the participants will be acquainted with different specific techniques that can help them to stimulate growth mindset, both of a person, and of the team they work in.

TRAINING TOPICS:

- What is a growth and what is a fixed mindset?
- Different implications of different mindsets – research evidence (how does the mindset affect attitude to work, learning and development, receiving feedback, results ...)
- How can we change the mindset?
 - » Our own
 - » Other's (colleagues, children)
- How can we stimulate growth culture within the team?



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



COST: 200€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:

 2 modules

 2x4h

 Follow-up activities

Đorđe Milošević

PROFITABLE NEGOTIATION

Negotiation is a process of creating a partnership with a win-win result.



ABOUT THE PROGRAM / KEY OUTCOMES:

Participants will get an insight into challenges faced by both sides of the negotiating table and learn how to plan and implement a negotiation strategy with a profitable outcome. They will master the structure and order of things in a negotiation process, starting from preparation and conversation, through making an offer and exchanging concessions, to reaching the final agreement.

TRAINING TOPICS:

- Applying efficient negotiation structure: plan for the right time to make the next step in negotiation process
- Controlling progress of negotiations
- Strengthening position with 'intelligent' questions- the best way to obtain and use information
- Identifying strategies and tactics used by professional buyers (psychological and logical countermeasures)
- Assessing the impact of concessions and whether the results will still be commercially viable
- Analysing strength of position, identifying sources of power
- Applying skills and qualities of a successful negotiator in a role-play exercise
- Evaluating own strengths and weaknesses and planning to improve the negotiating style



COACH
Đorđe Milošević

Đorđe Milošević, graduated engineer of organizational sciences, gained experience in companies such as: DHL, Philip Morris, OMV, Telenor, Milšped, Eurogate. He developed his negotiation skills in sales teams as a member, and later as a team leader and sales director. He used the experience gained by leading multifunctional teams that worked on new projects with companies, that invested in the Serbian economy in various fields and that had needs for integrated logistics services. While working on these projects, he encountered various challenges that these companies had in our and foreign markets, which resulted in many years of experience that he passes on to his associates through trainings, presentations and specially designed trainings.



Marina Delić

LEADING THE CHANGE

... Changes in the last two years are drastically less planned and prepared for communication.



COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

The amount of work and the rate of change have been growing fast enough before we got hit by a global pandemic in 2020. Add to that the element of not being able to communicate or prepare for the latter and managers and team leaders found themselves under tremendous pressure. Amid uncertainty and general stress over reaching the planned results they had to go about introducing new ways of working, resuming the old, introducing the new normal, responding to changes in consumer behaviour.

Supporting managers represents a crucial step towards restoring business results and team success in an unpredictable business climate. This program offers key practises managers should follow to ensure the changes led and implemented in difficult times are received by the employees in the best way possible.

TRAINING TOPICS:

- Two sides of business agility today
- My role as a manager amid changes happening to organisation
- Key aspects of communicating and leading the change
- Personal relationship towards change – what if I don't agree?
- Detect and tackle employee resistance to change
- What makes me credible when calling for change?
- Balancing trust within a team- increasing the experience of trust



COACH
Marina Delić

In over than ten years of consulting experience, Marina's focus is on designing programs that support people development with reference to the real business context and goals of the company, and carrying out development projects with extended learning effects and behavioral changes. In addition to the roles of consultant and facilitator, Marina's position is Head of Learning & Development at Tack TMI Adria (part of the Gi Group). She specializes in interpersonal and systemic relationships within organizations, influence, managerial mentoring skills development, innovative and strategic business and planning, and team change. In her portfolio, there are over 1000 sessions, both training programs in above mentioned areas, and specially designed sessions with the aim of team problem solving, team coaching and innovative thinking. Marina is also an expert in creating and facilitating online programs and processes.



Filip Pećanac

BUSINESS SIMULATIONS- TEAM EFFICIENCY AND KEY FACTORS OF SUCCESS

Learning through experience, the participants of the simulation will become aware of and understand specific behaviours within their team, identify the strengths and map room for improvement.

ABOUT THE PROGRAM / KEY OUTCOMES:

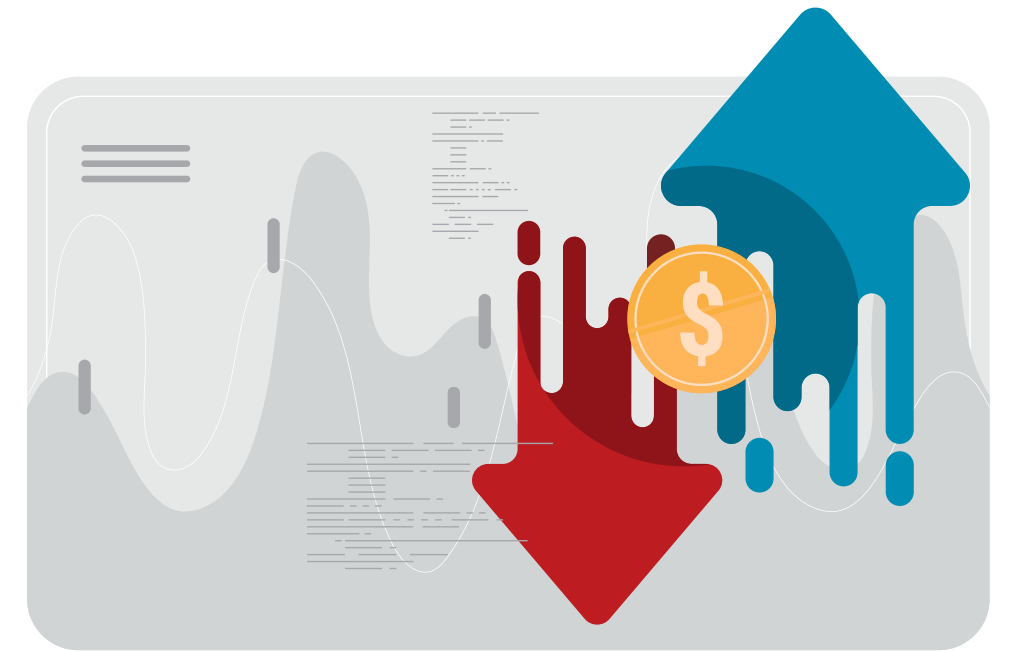
Along with advantages potentially offered by working in current circumstances, many teams are also facing various challenges which mainly involve lower degree of interaction between colleagues and lack of opportunity for informal communication, making it difficult to maintain and build relationships within the team. All these factors may significantly affect the connection and motivation of the team members, as well as the stability and efficiency of the whole team.

Learning through experience, the participants of the simulation will become aware of and understand specific behaviours within their team, identify the strengths and map room for improvement. During the simulation, through experience sharing, interaction, cooperation and healthy competition, the participants will experience the most common challenges related to teamwork and intersectoral collaboration, consider the reasons they emerge, and propose how to overcome them.

During an interactive and engaging activity, the participants will represent the interests of different countries with regard to their needs for limited resources. Key challenges are related to finding ways for obtaining the best result, while overcoming various challenges.

AREAS TACKLED DURING THE SIMULATION:

- Trust as the basis of teamwork
- Importance of focusing on the big picture
- Overcoming “us vs. them” mindset
- Understanding the needs of the other side, while focusing on the solution
- Managing disputes and conflicts of interest
- Benefits of effective and timely communication



COACH
Filip Pećanac

As a trainer and facilitator for Tack TMI (part of Gi Group) since 2017, Filip actively conducts trainings, teambuildings and business simulations in the field of effective communication and conflict resolution within the team, team efficiency, change management and problem solving, understanding and the adoption of company values, personal responsibility and initiative. He specializes in customizing and creating programs for LMS platforms.

In working with clients, Filip successfully implements live and online workshops specifically tailored to the needs of participants. His workshops have been evaluated with a high degree of customer satisfaction and encourage the revival of company values, motivation and synergy within the team.

COST: 150€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x4h



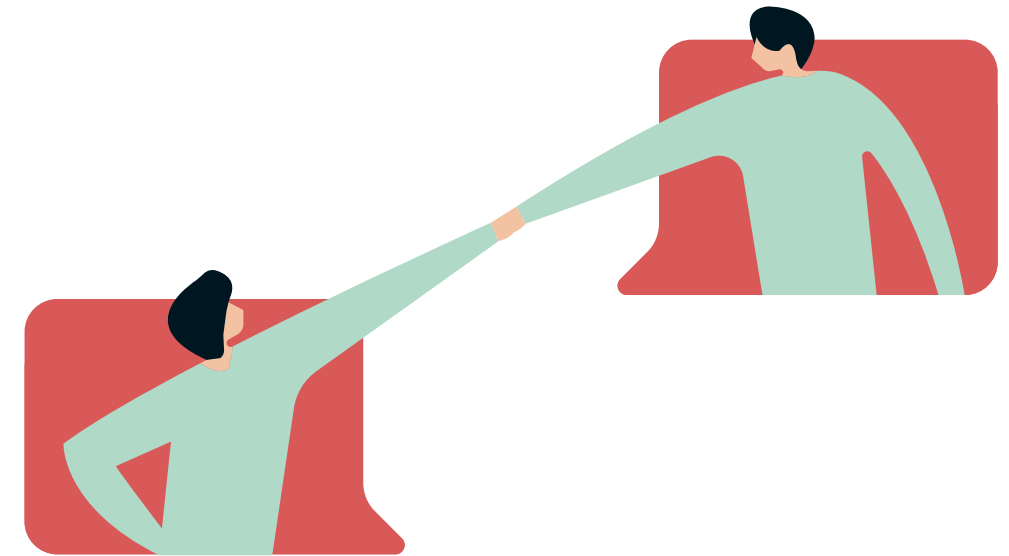
Follow-up activities



Boris Bočvarski

FLEXIBILITY IN THE FACE OF CHANGE

The term 'flexibility' means the ability to bend easily without breaking. In business, this is the ability to adapt and move forward.



COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

Flexibility is a term often used in business nowadays. Managers refer to 'flexibility' in the process of employee evaluation as part of performance planning, to describe an employee's lack of readiness to adapt to different circumstances, principles and decisions. Team members, on the other hand, often speak of their managers as not being flexible or having understanding for the team needs, resources, ideas, goals and potential. Being flexible means being realistic, weighing between true and false information, understanding others and relying on facts to reach the right decisions and solutions.

The goal of this training is to explore techniques and tools that help us see a situation from a different perspective so we can better adapt to everyday changes.

TRAINING TOPICS:

- Recognizing and overcoming a difference in opinions
- Defining priorities without overstating their impact
- Controlling the urgency instinct
- Having a 360-degree view of the situation



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online.

Boris's coaching work and training are based on many years of work as a project manager and consultant in the design, implementation and monitoring of projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Villages Foundation, where he was responsible for providing funding through project applications, communicating with investors and monitoring all projects within the organization.



Eva Velimirović

TRAINING FOR TRAINERS

Trainers' training is an integral part of empowering individuals who deliver and/or create employee development and training programmes as part of their job.



COACH
Eva Velimirović

Eva has 20 years of professional experience, and she has been working as a consultant and coach since 2013. She is a supervised psychologist and psychotherapist, with education in Rational Emotional and Cognitive Behavioral Psychotherapy (RECBT) accredited within the IAREBT / EABCT.

As a longtime associate of Tack TMI (a Gi Group company), she delivers and develops trainings in the field of her expertise and professional experience, such as: emotional intelligence and emotionally intelligent leadership, personal efficiency, stress management, mindfulness, leadership, resilience, building and nurturing trust in the team, presentation skills, train the trainer and similar.

In working with clients, she combines her knowledge and experience with a pronounced flexibility and the need to adapt relevant modern theoretical models to the context of different business environments and the specific needs of each participant. She is focused on supporting clients in overcoming emotional problems that make it difficult for them to achieve long and short-term goals.

COST: 170€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



3 modules



3x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

By sharing experience and specific modern strategies and practices, the participants will have the opportunity to further enhance their trainer style, to acquire necessary knowledge and skills for easier results in the challenging process of employee training. Through different individual and group activities, the participants will have a chance to try out the application of modern learning approaches and to work on developing their own trainings or finding the most efficient ways to apply the existing programmes.

TRAINING TOPICS:

- Goal setting; defining purpose of internal employee trainings
- Audience analysis; how to motivate the audience to listen
- Attention span and training structure
- Rules of training process opening; how to get attention and interest from the participants
- Different learning styles and choosing the right training methods and techniques
- Rules of training process closing
- Strategies for handling difficult questions and situations
- Training session presentation delivered by training participants
- Presentation analysis and feedback from the trainer

Murat Özbilen

THE ART OF PROJECT MANAGEMENT

GBMC (Global Business Management Consultants) accredited programme

ABOUT THE PROGRAM / KEY OUTCOMES:

By mastering the technique, project managers will be able to improve the success of their projects, while being on time and on budget. It will no longer be necessary to sacrifice quality in favour of other aspects, allowing managers to contribute to the company development with higher performance.



COACH
Murat Özbilen

Murat Özbilen is a senior partner at Business Management Consultants (BMC) in Turkey, as the company's director for Southern Europe, the Middle East and Africa.

With his many years of management experience as a consultant at Andersen Consulting (now Accenture), a partner at ARGE and as a country manager at IBM Consulting Group, Mr. Özbilen brings clients a deep, practical understanding of operational improvement, system development and integration and business change projects.

He is a registered Project Management Institute (PMI) trainer with more than 25 years of experience in IT / IS project management for senior and executive executives.

TRAINING PROGRAMME:

Module I

- Introduction
- Project management as management approach
- Project roles
- Project management authority
 - » Project management and culture
 - » Stakeholders

Module II

- Module I revision, presentation of assigned projects
- Standards / methods and approach
- Principal functions of project management
- Project objectives
- Statement of work

Module III

- Module II revision, presentation of assigned projects
- WBS types
- WBS design tips to keep project under control
- Project organization
 - » One-on-one structures
 - » Linear responsibility chart

Module IV

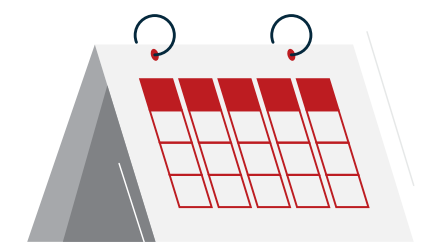
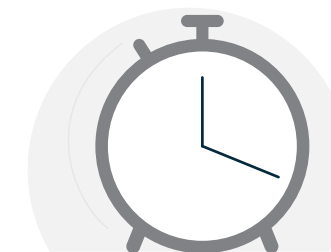
- Module III revision, presentation of assigned projects
- WBS types
- WBS design tips to keep project under control
- Project organization
 - » One-on-one structures
 - » Linear responsibility chart

Module V

- Module IV revision, presentation of assigned projects
- Project control
 - » Revenue and real costs
 - » How to read deviation in schedule and costs to assess project status
- Set time for project replanning
- Project risk management
 - » Project risks
 - » Roles and responsibilities
 - » Risk management processes

Module VI

- Module V revision, presentation of assigned projects
- Leadership in project settings
- How to create a project team- soft skills of the project manager
- Stile impact on teamwork
- Full training summary



COST: 600€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



5 modules



5x2h



Follow-up activities



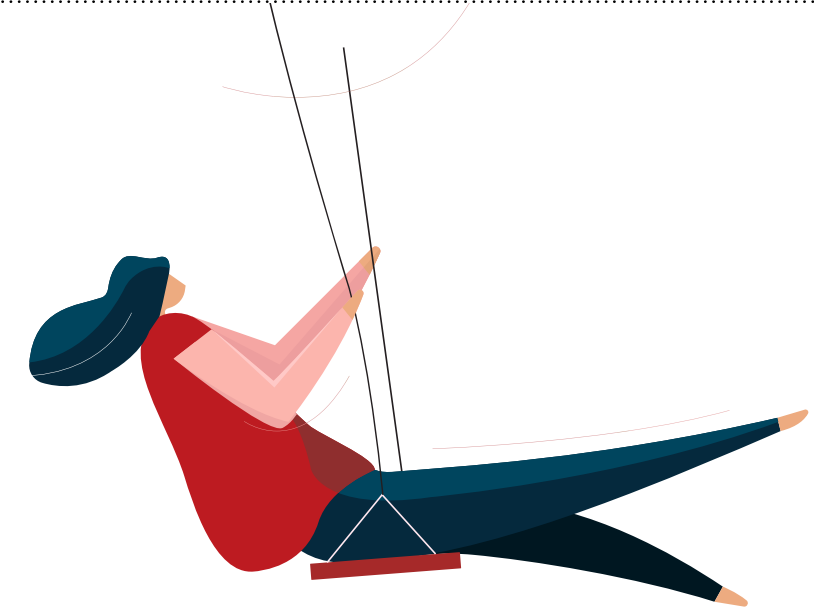
Training delivered in English



Jelena Đurđević

PARENTING TODAY

The workshop encourages participants to talk about parenting - its everyday challenges and its creative potential.



COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities

ABOUT THE PROGRAM / KEY OUTCOMES:

This workshop aims to introduce main aspects of functional family relations and offer parents relevant advice and recommendations to help them through periods of uncertainty and change. It is devised to encourage participant interaction and exchange of experience. Together we will look into the creative potential of parenting as well as its everyday challenges in different life stages of a family and in times of crisis.

TRAINING TOPICS:

- Parenting styles and family life stages
- Family projection and transaction- child's emotional stability and parent care
- Playing a role in a family system- adult, child, parent
- Functional family system and how to build it – limits, time, routine, rituals and rules
- Tolerance to uncertainty and how to increase it – practical advice and recommendations



COACH
Jelena Đurđević

Jelena is a psychology graduate and psychotherapist under the supervision of the European Association of Family Systemic Therapists. She is a member of the Serbian Analytical Society, which is part of the development group of the International Association for Analytical Deep Psychology (IAAP).

She adapted her therapeutic work with clients to the specific needs and problems of each person, and special emphasis is placed on establishing a relationship based on understanding and trust. She combines methods and techniques of family, partner, and individual therapy, as well as approaches to in-depth analytical psychology.

Jelena is a consultant of the Tack TMI team (part of Gi Group), where she actively works on creating, implementing and adapting programs in the field of stress management, emotional agility, assertive communication, parenting, establishing healthy habits and other topics dedicated to personal growth and development.

Ana Delić & Boris Bočvarski

MANAGING VIRTUAL & HYBRID TEAMS

Productivity, trust and teamwork cannot simply be resumed in a virtual environment from previous office work.

ABOUT THE PROGRAM / KEY OUTCOMES:

In the face of the pandemic, many of us sailed into the new reality of virtual work, and it brought new challenges to leaders. Productivity, trust and teamwork cannot simply be resumed in a virtual environment from previous office work. Through this training, participants will explore the opportunities and challenges that come with virtual team leadership, adapt their already built skills to the needs of the new environment and equip themselves with best practices that result in building and maintaining team cohesion, effective communication and results.

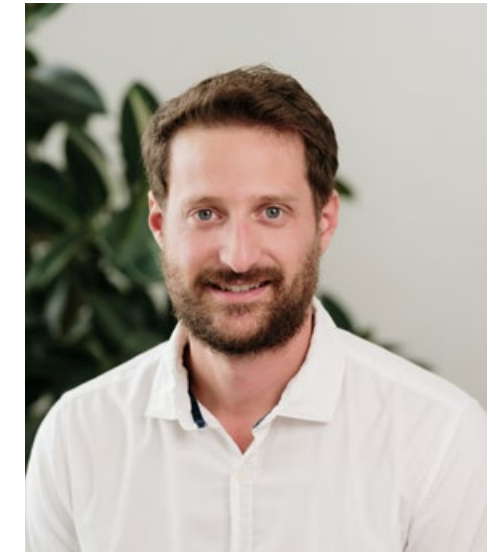
TRAINING TOPICS:

- The most common misconceptions about virtual work- Magic only exists when we are all in the same place!
- Illusions of productivity- the benefits of virtual work for performance and efficiency,
- We communicate constantly- How to use communication effectively: tools, channels, frequency and effects,
- We can achieve greater productivity by establishing a team rhythm- Routines that can help us,
- Virtual management of requirements and modification of management style in order to achieve employee independence
- How to effectively delegate and monitor the delivery of tasks- Front stage and Back stage approach
- In virtual work, it is necessary for employees to take on more responsibilities. How to give more autonomy to employees and feel safe?
- The role of the manager in fostering the psychological security of employees- creating a secure virtual space for team cohesion.



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (a Gi Group company). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales. Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online. Boris's coaching work and training are based on many years of work as a project manager and consultant in the design, implementation and monitoring of projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Villages Foundation, where he was responsible for providing funding through project applications, communicating with investors and monitoring all projects within the organization.



COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities



Boris Bočvarski

HOW TO RUN EFFECTIVE MEETINGS

“I’m pretty sure the dinosaurs became extinct when they stopped looking for food and started meeting to discuss how to find food.”

Steven G. Rogelberd



ABOUT THE PROGRAM / KEY OUTCOMES:

Meetings do not necessarily have to be as described in statements quoted by Steven G. Rogelberg, they can instead play an important role for you and your company if the timing, motive and method are right. The training How to run effective meetings is intended for all levels of employees who wish to improve their skills and to make sure that their meetings are efficient, focused, motivating and resulting in an increased productivity and satisfaction of the co-workers. The goal of the training is to enable the participants to differentiate between different types of meetings and relevant assessments and to define steps that will lead to a successful execution of the meeting.

TRAINING TOPICS:

- Types of meetings and Decision tree model
- Meeting preparation – objective, agenda, minutes
- Meeting facilitation – techniques and principles
- Identifying problems and resistance during the meeting and finding solutions



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online.

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COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Gordana Kipper Radmanović

SAFETY: A CALLING AND A LIFESTYLE

Our participants leave the training inspired and determined to change behaviours throughout - from the individual, to the team and company level - to be able to protect themselves and others.



ABOUT THE PROGRAM / KEY OUTCOMES:

The aim of this training is to bring about change in employee attitudes towards health and safety at work. Whether you work online or from the office, placing products or services, the goal is the same: to create and maintain a working culture in which caring for personal safety means equally caring for team members and colleagues. This is a culture where the key is to remain consistent and demonstrate with everything we say or do that safety has become our central value and everyday need.

TRAINING TOPICS:

- The basics of human behaviour and reasons behind taking a risk
- Formulating and delivering a convincing, compelling message motivating employees to take a desired course of action with a true belief that they are doing what is right and necessary
- Discussion and practical tools to help create and maintain the culture of safety amongst colleagues and employees
- Personal responsibility for creating a long-term, safe and healthy working environment
- The impact of pandemic on employee attitudes towards safety and health at work.

The program is intended for managers and team supervisors, regardless of the industry.



COACH
Gordana Kipper Radmanović

Gordana Kipper Radmanović, a sociologist by profession, also uses the research methodology of this science in her approach. She has over 20 years of experience in the field of human resources development in 11 culturally diverse countries around the world, which provided her with a thorough knowledge of relationships and ways of caring for clients (internal and external), built positive communication skills, change management skills and unsafe practices.

Her portfolio includes trainings in the areas of: H&S culture, leadership, communication, presentation skills, training for trainers, sales and change management, and since 2017 she has been a training associate at Tack TMI (part of the Gi Group). She is a certified situational leadership trainer according to the Ken Blanchard methodology for sales techniques, critical business planning strategies, change management in large systems, communication and customer relations according to the AchieveGlobal and Tack TMI method. He is a certified Human Synergetics International consultant and user of the Thomas international assessment tool.

COST: 110€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities



Nikola Veličković

DELIVERING A VIRTUAL TRAINING

It's all about embracing the virtual environment and taking advantage of all of its potential.



ABOUT THE PROGRAM / KEY OUTCOMES:

The aim of this program is improving knowledge and skills needed to hold effective presentations and facilitate group processes in an online environment. The training will enable participants to:

- Adapt their presentation style to fit in a virtual environment;
- Become confident users of different online platforms;
- Identify benefits and challenges of virtual facilitation;
- Master different tools to stay focused when presenting online.

TRAINING TOPICS:

- Differences and similarities between virtual and face to face presentation
- Using technical potential of online platforms to encourage participant interaction
- Opening an online session, getting interest and establishing rapport
- Managing participants goals and expectations
- Introducing key concepts
- Leading discussion and debate
- Organising exercises and quizzes
- Feedback in service of learning



COACH
Nikola Veličković

Nikola, Gi Group external trainer is a certified TACK & TMI trainer and facilitator of group processes. Nikola connects his andragogical experience with new trends in learning and development of organizations and teams by creating programs that inspire change.

He is especially dedicated to topics such as communication, presentation skills, influencing skills, change management, collaboration, teamwork and many others.

He had the pleasure of cooperating with hundreds of individuals around the world, as well as with some of the largest companies in the region, including: Atlantic Group, Coca Cola Hellenic, Nis, Domestic Trade, Roche, Tetrapak, Strauss Adriatic, Schneider Electric, Generali Insurance, Unicredit Bank, Vip Mobile, Geodis, Erste Bank, Dunav Osiguranje, Trizma and many others.

Over the past 5 years he has been dedicated to creating innovative educational solutions for individuals, NGOs and companies. While he was a part of TACK & TMI team he had the role of Learning Journey Consultant. Nikola creates educational solutions that are easily transferred to the work environment and contribute to individual and organizational changes.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Nelica Bogunović & Hristina Živković

INTERVIEWING SKILLS

Leading an interview requires a clear methodology and structure and most importantly, clearly defined criteria for making the right decision.

ABOUT THE PROGRAM / KEY OUTCOMES:

This program offers a comprehensive overview of corporate standards and employment principles today and uses examples from business practice to help participants improve their skills and master techniques necessary for successful selection of new employees.

Understanding the basic selection criteria and knowing how to ask good questions in all key areas gives participants more self-assurance and confidence to make the right decisions when employing new people or evaluating potential of their employees. This training is a great opportunity for HR managers in areas of people development, recruitment and selection to redefine or improve relevant processes in their companies.

The most palpable benefit of this training is that it leaves participants with clear methodology and structure for leading an interview and most importantly, with clearly defined criteria for making the right decisions.

As a follow-up in the month after the training, each participant will receive support and feedback from one of our consultants for the purpose of conducting an interview with a candidate for a position in their company.

TRAINING TOPICS:

- Practises and challenges in candidate selection
- About competencies and competency-based interviews
- Right and wrong questions and STAR model
- Interviewer-candidate relationship
- Active listening and nonverbal communication
- Typical interviewing mistakes
- Evaluation of candidate responses and competencies
- Exercise: job interview



COACH
Nelica Bogunović

As a Tack TMI HR consultant (a Gi Group company) Nelica has been a part of the company since 2008. Nelica is in charge of designing and running development assessment centers, giving feedback to participants and creating development plans. In the assessment centers she uses a variety of assessment tools, including 360 feedback. She has experience in managing HR consulting and outplacement projects, as well as 10 years of experience in recruiting and selecting candidates. Nelica graduated in psychology at the Faculty of Philosophy in Belgrade, and is involved in coaching and psychotherapy. She is a certified trainer for the use of Thomas International instruments for the assessment of employees / candidates, as well as for the certification of new users. She also delivers trainings for competency-based interviews and individual coaching sessions. Nelica approaches all programs systematically and successfully implements them both live and online.



COACH
Hristina Živković

Hristina has over 10 years of experience in the field of human resources, as a consultant and as an HR business partner in a global corporation. In addition to many years of experience in recruiting and selecting candidates, Hristina leads projects of assessment centers, outplacement, research of salaries and benefits, employee satisfaction, and she is engaged in projects of job evaluation and salary structure development.

Hristina has a master's degree in psychology, at the University of Belgrade, and is currently at the advanced level of educational psychology in Gestalt psychotherapy. She also completed the certification training coaching (Aligned Action International). She is trained to conduct structural psychological interviews, conduct psychological tests, conduct research projects, perform psychological assessment and profile candidates. She is a certified Thomas International tool use trainer and conducts competency-based interview training.

COST: 170€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x3h



1 individual session with a consultant
Follow-up activities



Vladimir Borovnica

CONFLICT MANAGEMENT

Working on personal examples and finding ways for conflict resolution to improve communication and cooperation with others.

ABOUT THE PROGRAM / KEY OUTCOMES:

Conflicts are an inevitable companion of all interactions, including those business. On the one hand, they may become extremely dangerous, on the other they also come with creative potential.

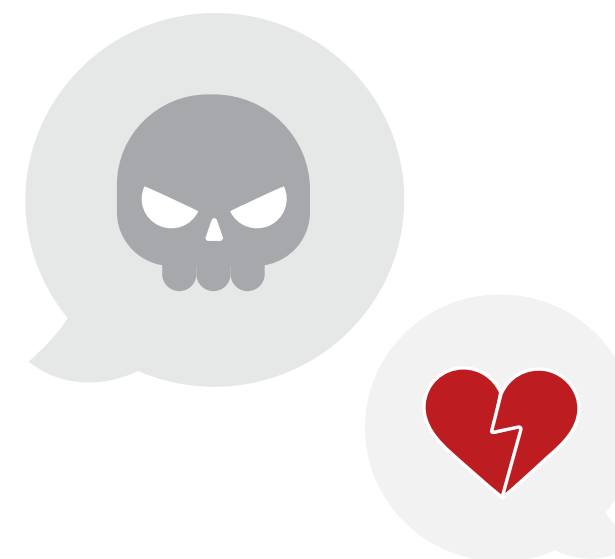
There are different sources of conflicts at work:

- Limited resources
- Different priorities
- Correlation between business and processes
- Competition is an innate instinct inherent to human nature

Finally, **misunderstanding** is a common source and inevitable companion of conflict. **Experience** has taught us that (mis) **understanding is the starting point** for a constructive conflict resolution. This is also the point with plenty of room for improvement of business skills. This is the reason the training starts with the topic of empathy and the practice of understanding the other party in conflict situations. The main focus is on being able to tell the **difference between understanding** on the one hand and **giving in** on the other, two notions which are often confused in practice. After this we focus on **different approaches** to conflict situations.

TRAINING TOPICS:

- How to maintain capacity for understanding
- What are the approaches to conflict situations and when to use which one
- How to tell if the dialogue is headed in a constructive or a destructive direction
- Finally, how can we head the dialogue in a constructive direction?



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Murat Özbilen

AGILE PROJECT MANAGEMENT

Agile project management is an iterative approach to delivering a project throughout its life cycle.

ABOUT THE PROGRAM / KEY OUTCOMES:

The agile management topics covered by this training are: accepting change, continuous learning and improvement, focusing on delivering value, iterative implementation with small increments and frequent results, high-level planning based on general requirements, detailed planning with members of the key project team, managing scope by prioritising requirements, all parties including external colleagues readily cooperating, continuous involvement of interested parties, leadership that means support and empowerment, sufficient but not excessive documenting and control.

Upon completion of this training, participants will gain understanding of:

- Agile basics- Values and principles of agile management
- Benefits of disciplined agile approach
- Agile roles, teams and environments
- The assessment process and the challenges
- Scrum methods
- Becoming more agile in projects

Participants will also be invited to a number of short workshops.

TRAINING TOPICS:

Module I

- Introductions
- Identifying differences between project types and their relevant methods
- Agile principles and different agile techniques
- SCRUM method
- Roles and responsibilities
- Process and agile artefacts:
 - » Product backlog
 - » Experiences and use

Module II

- Process and agile artefacts:
 - » Sprint & sprint backlog
 - » Kanban board
 - » Burndown charts
 - » Summary
 - » Retrospective



COACH
Murat Özbilen

Murat Özbilen is a senior partner at Business Management Consultants (BMC) in Turkey, as the company's director for Southern Europe, the Middle East and Africa.

With his many years of management experience as a consultant at Andersen Consulting (now Accenture), a partner at ARGE and as a country manager at IBM Consulting Group, Mr. Özbilen brings clients a deep, practical understanding of operational improvement, system development and integration and business change projects.

He is a registered Project Management Institute (PMI) trainer with more than 25 years of experience in IT / IS project management for senior and executive executives.

COST: 240€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



2 modules



2x2h



Follow-up activities



Marko Polovina

THE BASIS OF COMPENSATION AND BENEFITS SYSTEM

Comp&Ben to support higher motivation, satisfaction and performance of employees.



COST: 200€ + VAT

CONTACT: trening@tacktmiglobal.com

Cost of individual session: 35 EUR + VAT

TRAINING FORMAT:



2 modules



2x4h

→ Follow-up activities

Possibility of individual sessions after the training

ABOUT THE PROGRAM / KEY OUTCOMES:

The purpose of the programme is to fully use the importance of the HR role in achieving business results, along with motivation and satisfaction of the employees. Also, the goal is to develop, through discussion and practical work on key concepts, good ideas and skills that will be of use to HR professionals in their business role.

TRAINING TOPICS:

- introduction to compensation and benefit system – basic principles
- role and objectives of the compensation and benefit system (C&B functions)
- total benefit
- internal equity
- evaluating jobs (methods, results and application)- external competition
- compensation strategy
- determining market rates
- pay bands and salary structure
- rewards (3P model, bonus scheme)



COACH
Marko Polovina

Since 2016, Marko has been an external consultant of Tack TMI (part of the Gi Group) and a trainer in the field of consulting services in the field of compensation and benefits, and is currently employed by IKEA SEE.

From 2008 to 2015, Marko was a project manager at Gi Group for research on total income and benefits in the Serbian market, as well as specific research related to the banking sector. Within the consulting team of Gi Group HR Solutions, Marko was in charge of the implementation of various projects, such as job evaluation projects, salary structure projects, projects for the development and implementation of procedures in the field of human resources, as well as training in these areas.

Marko has built his experience through many years of work in various HR areas. At NLB Bank, he worked on projects with-in recruitment and selection, as well as on the development of new HR procedures, and in the position of HR manager of MPC Holding.



Boris Bočvarski

PROJECT MANAGEMENT

This training is designed for beginners, as an introduction to project management and basic tools of project planning.

ABOUT THE PROGRAM / KEY OUTCOMES:

The aim of this training is learning and improving the following areas:

- Recognizing the need to start the project; developing the project as means of business change
- Tactical initiation, planning and leading of projects
- Defining project goals, deciding on the scope, planning resources and effectively overseeing the course of the project
- Identifying and managing different interests and influences of the interested parties during the project implementation.
- Creating interactive project teams made up of different directions

This training is designed for beginners, as an introduction to project management and basic tools of project planning.

TRAINING TOPICS:

- Project vs. process management; starting a project: when, why and how, defining a project within a company structure
- Roles of project manager, project client and members of the project team- RASCI model
- Analysis of interested parties and problems/opportunities
- Project brainstorming
- Project matrix and project triangle; defining scope by goals and outcomes
- Task structuring- WBS and Gantt chart
- Responsibility assignment matrix
- Risk analysis and risk management
- Planning time and resources
- Project budgeting
- Overseeing the project, predicting completion date and final cost at the end of the project
- Administration and reporting on the project



COACH
Boris Bočvarski

Boris Bočvarski, Tack TMI (a Gi Group company) external trainer and permanent member of the Generali Academy training team in the position of Development Manager, has been developing and conducting trainings on topics such as time management, project management, analytical thinking and decision-making, risk management, change management, mentoring, team facilitation, performance management, virtual and hybrid team management and feedback. Boris successfully adapts and performs training programs both live and online.

Boris's coaching work and training are based on many years of work as a project manager and consultant in the design, implementation and monitoring of projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Villages Foundation, where he was responsible for providing funding through project applications, communicating with investors and monitoring all projects within the organization.

COST: 250€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



4 modules



4x2h



Assignment between modules
Follow-up activities



Ana Delić & Snežana Isaković

VIRTUAL SALES: A NEW MEETING POINT

The imperative of the new age will be for teams to run their meetings in a virtual environment as well as face to face, if they wish to keep selling actively.

ABOUT THE PROGRAM / KEY OUTCOMES:

One of the biggest fears of the sales representatives is losing the personal contact with clients. The imperative of the new age will make teams who wish to continue with active sales have meetings in virtual environment. The goal of the training is to build confidence for preparing and performing a virtual sales meeting. During the training, the participants will master the preparation and presentation skills, which promote interaction and involvement of the customer, in order to accomplish the sales objective.

TRAINING TOPICS:

- Key challenges in virtual presentation and preparation to overcome them
- Presentation making and structure
- How to attract, keep and direct client's attention when time is your enemy
- Building a trusting relationship with the client
- How to engage the client by using visual media
- Offer presentation in three steps: relevance, value and proof
- Reaching an agreement on further steps of cooperation



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



COACH
Snežana Isaković

Snezana, a graduate sociologist, began her training career working in the non-governmental sector, dealing with informal education and realization of seminars and trainings on the topics of project management, communication, team management and others.

Since 2016, she has been a member of the Tack TMI training team (part of the Gi Group), and actively participates in training and development consulting projects, both through the creation of individual and group development solutions, and through the implementation of training programs. As a trainer and facilitator, Snežana actively conducts live and online trainings and teambuildings in the areas of: time management, communication skills, stress management, DISC methodologies, sales skills, mentoring, effective meetings, as well as training on team efficiency in remote and hybrid teams.

During ten years of conducting trainings and facilitations, Snežana gained rich experience working with teams from different industries and hierarchical levels.

COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



Vladimir Borovnica

RESILIENCE IN SALES

Resilience is the ability to recover after stressful situations.



ABOUT THE PROGRAM / KEY OUTCOMES:

Faced with unforeseen and by no means easy circumstances (especially during the post-pandemic period), in the sales department there is a feature among sales representatives that has proved to be important- resilience to failure. Resilience is the ability to quickly recover from an unfavourable/stressful situation, boost motivation and faith and to go on with persistence, and it is a key factor for success in sales in these turbulent times. In this training, the participants will receive important advice and practice on how to handle failure or crisis, while keeping the sales direction and the focus on the goal.

TRAINING TOPICS:

- Resilience
- Resistance to stress
- Importance of ritual
- Purpose and the big picture
- Realistic assessment of the situation
- Optimism vs. pessimism
- Recognising opportunity
- Growth mindset



COACH
Vladimir Borovnica

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COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x2h



Follow-up activities



COST 80€ + VAT

CONTACT: trening@tacktmiglobal.com

TRENING FORMAT:



1 module



1x2h

→ Follow-up activities

Jelena Đurđević

BUILDING GOOD HABITS

Introduction to psychological mechanisms of habit formation and to the ways that can help to form and maintain preferred habits.

ABOUT THE PROGRAM / KEY OUTCOMES:

Each of us is unique in terms of our reactions, the way we perceive and interpret reality, handle stress, and, most of all, in terms of our habits. Even though we all know that habits largely affect our health, productivity, success and wellbeing, embracing new and healthy habits is not an easy process. On the contrary, it takes a lot of determination, persistence and motivation, which is why we often give up during this process and go back to the usual behaviour and usual failure. Therefore, the goal of the training is to get the participants acquainted with the psychological mechanisms of habit formation, and also to the ways and tools that can help them to form and maintain behaviours and actions that are likely to improve their personal feeling of satisfaction, efficiency and success.

TRAINING TOPICS:

- Habit anatomy – what are habits actually and how are they formed
- Mechanisms of maintaining good vs. toxic habits (how long does it take to form a good and/or change a bad habit)
- Four steps of building healthy habits: cue – craving – response – reward
- How to establish a system that allows us to make a 1% progress every day
- Three levels of change in behaviour: outcome, process and identity
- How to overcome lack of will and motivation
- Implementation of modern tools and ideas in everyday life circumstances



COACH
Jelena Đurđević

Jelena is a psychology graduate and psychotherapist under the supervision of the European Association of Family Systemic Therapists. She is a member of the Serbian Analytical Society, which is part of the development group of the International Association for Analytical Deep Psychology (IAAP).

She adapted her therapeutic work with clients to the specific needs and problems of each person, and special emphasis is placed on establishing a relationship based on understanding and trust. She combines methods and techniques of family, partner, and individual therapy, as well as approaches to in-depth analytical psychology.

Jelena is a consultant of the Tack TMI team (part of Gi Group), where she actively works on creating, implementing and adapting programs in the field of stress management, emotional agility, assertive communication, parenting, establishing healthy habits and other topics dedicated to personal growth and development.



PRICE	1 session	3 sessions	6 sessions
	80€ + VAT	200€ + VAT	360€ + VAT

CONTACT: trening@tacktmiglobal.com

TRENING FORMAT: Online & offline

Jelena Đurđević

ONE WORD LEADS TO ANOTHER

INDIVIDUAL GROWTH SESSIONS

WHY HAVE AN INDIVIDUAL SESSION:

What influences our relations with others and how do we influence others – are we a source of inspiration or a cause of frustration? What helps us get through the day, overcome a moment and pick up today where we left off yesterday – agitated, angry, quarrelling, feeling guilty? What keeps us healthy, happy and satisfied as we go through life?

“One word leads to another” are individual workshops designed to talk about yourself, your relationships, secrets, fears, worries, conflicts, beliefs and everything that makes us vulnerable human beings during conversations with our experts in the field of counselling and psychotherapy.

The structure of the conversation about what counts is based on listening carefully, common sharing and providing advice according to the needs of each individual. The goal of these conversations is to focus on taking care of own psychological space and understanding the dynamics of relationships and challenges that each phase of life comes with, both at the individual level and at the level of the community and environment where we live and work.

POSSIBLE TOPICS:

- Understanding emotions and messages they deliver – anxiety, worry, loneliness, guilt, shame, doubt, feelings of inferiority and inadequacy
- Challenges of adaptation – irrational beliefs, compulsive actions, demands and expectations from oneself and others in the context of constant changes and challenges
- Self-image (self-awareness: how I see myself vs. how others see me) – elements of mature personality, identity, responsibility, values, self-acceptance, motivation, ego strength and self-perception
- Conflicts and communication – dynamics in the family, partner and interpersonal relationships
- All conversations are conducted in an atmosphere of trust and without the risk of further sharing of the presented content



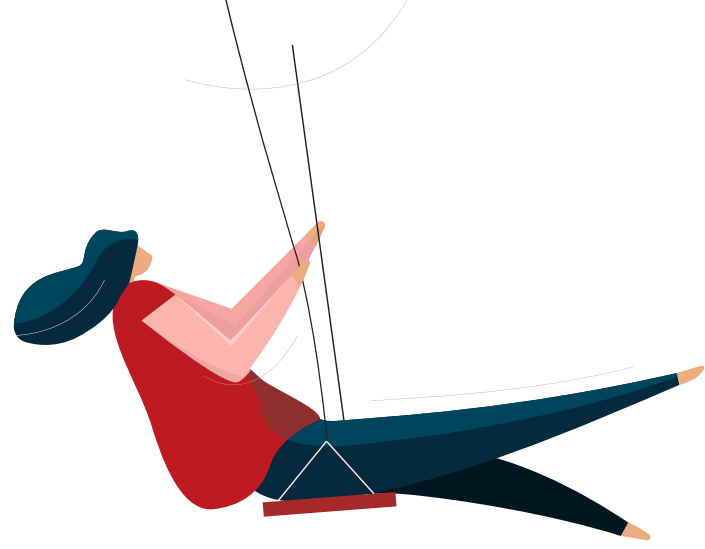
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WEBINARS





Jelena Đurđević

BUILDING GOOD HABITS

▶ WEBINAR



COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h

ABOUT THE PROGRAM / KEY OUTCOMES:

Embracing new and healthy habits is often not an easy process. On the contrary, it takes a lot of determination, persistence and motivation, which is why we often give up during the process of adopting a new habit and go back to the usual behaviour. The goal of the webinar is to get the participants acquainted with the psychological mechanisms of habit formation, and also to the ways and tools that can help them to form and maintain behaviours and actions that are likely to improve their personal feeling of satisfaction, efficiency and success.

TRAINING TOPICS:

- Habit anatomy – what are habits actually and how are they formed
- How to establish a system that allows us to make a 1% progress every day
- Two levels of change in behaviour: outcome and identity
- Role of the environment in creating good habits
- Implementation of modern tools and ideas in everyday life circumstances



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Vladimir Borovnica

RESILIENCE

▶ WEBINAR

ABOUT THE PROGRAM / KEY OUTCOMES:

It is well known that prolonged stress leads to exhausting the resources and that in such circumstances many people display decline in motivation, efficiency, job satisfaction. Many, but not all. The ability to cope with such challenges and to be motivated, efficient and constructive, despite them, is called resilience. Clearly, this is always a topic in focus, but it is particularly relevant in the circumstances of extended global crisis we find ourselves in. We now know that resilience is not merely a personal feature that people “either have or don’t have”, but a set of different skills that we can adopt and practice over time. The purpose of the webinar is to introduce these skills to the participants so that they can get an idea on how to practice them in everyday life and work and improve their ability to cope with different stressors over time.

TRAINING TOPICS:

- Resilience – basic competences
- Resistance to stress
- Importance of ritual
- Purpose and the big picture
- Realistic assessment of the situation
- Optimism vs. pessimism
- Recognising opportunity
- Growth mindset



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h



Petar Kosovac

BE WELL WITH YOURSELF

▶ WEBINAR



COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h

ABOUT THE PROGRAM / KEY OUTCOMES:

In the past year, we have all witnessed changes taking place daily, at all levels. We were all expected to face challenges with agility and flexibility, being aware all the time that in addition to adjusting to change, it is important to be efficient and productive. Understanding the context we are living and working in, the goal of the webinar “Be well with yourself” is to get the participants acquainted with the four elements that can help us to make a successful change in life.

TRAINING TOPICS:

- Self-awareness in current situation through “behaviour mapping” tool
- Checking and realising motivation for change
- Immunity to change – awareness and testing of limiting beliefs
- Tools for short-term and long-term mood and life energy boosts



COACH
Petar Kosovac

Petar Kosovac, associate of the Tack TMI (a Gi Group company) training team, corporate trainer and coach with rich global business experience, is currently employed by Hyperoptic as a leader development expert.

For years, he successfully worked as a Marketing Manager for the launch of new services at Telenor, and since 2013 he has dedicated his career to the development and implementation of various training programs. During his many years of experience, Peter has held trainings for leadership, innovation and presentation in England, Sweden, Norway, Austria, Greece, Bulgaria, Malaysia, Pakistan, Myanmar, Thailand.

His expertise in live and online performance includes the following areas: business partnership, coaching, leadership and neuroscience, presentation skills, storytelling, innovation, positive impact skills and areas of personal growth and development, such as full awareness and balance skills. between the business and private segments of life, or work-life balance.



Jelena Đurđević

CHALLENGES OF PARENTHOOD

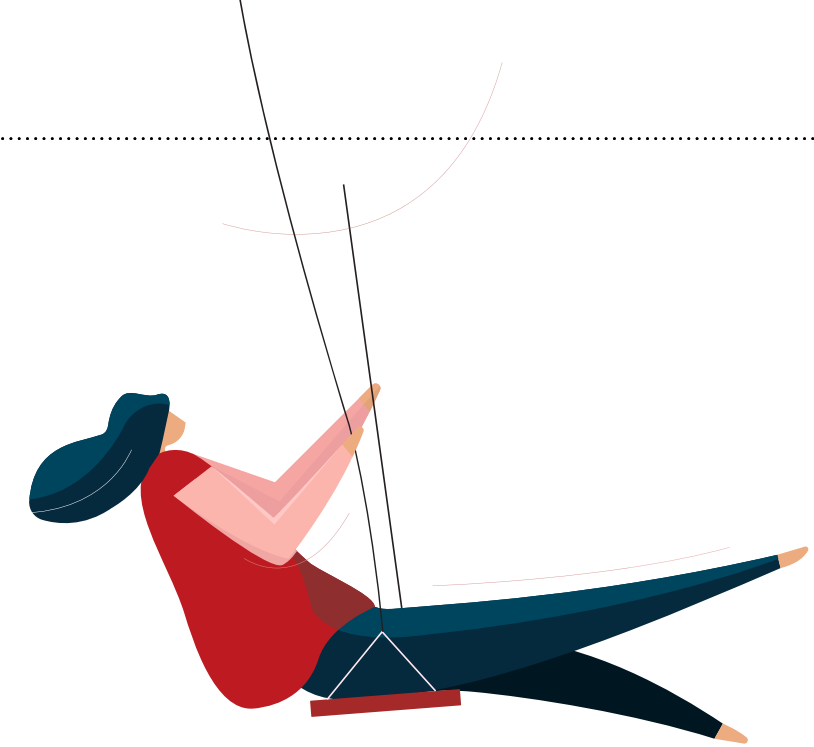
▶ WEBINAR

ABOUT THE PROGRAM / KEY OUTCOMES:

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COACH
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Jelena is a consultant of the Tack TMI team (part of Gi Group), where she actively works on creating, implementing and adapting programs in the field of stress management, emotional agility, assertive communication, parenting, establishing healthy habits and other topics dedicated to personal growth and development.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h



Vladimir Borovnica

STRESS MANAGEMENT

▶ WEBINAR

ABOUT THE PROGRAM / KEY OUTCOMES:

During the webinar, the participants will have a chance to consider their current sources of stress, both those that come with the pandemic and those which are part of usual business and life. They will be acquainted with the basic methods that can help us to manage stress, in particular, those that focus on the perception of the situations we face. It is well known that people are different when it comes to interpreting events and that this difference has significant impact on the way we handle stressors. Furthermore, the participants will be able to receive specific tools that facilitate better control of reaction to stress, along with the communication tool that can help us to protect ourselves better in the relations with other people.

TRAINING TOPICS:

- What is stress?
- How does stress affect our functioning and our health?
- How can we change the perception, impression of a situation?
- How can we look at the situation in a constructive way?
- How can we influence self-image in a stressful situation?
- What about the emotions?
- How can we protect ourselves and save our relations?



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h



Ana Delić & Petar Kosovac

DEVELOPMENT FEEDBACK

▶ WEBINAR

ABOUT THE PROGRAM / KEY OUTCOMES:

According to surveys, only 19% of millennials think they have regular enough feedback in business environment. We need to be aware that feedback is not only the manager’s task, it is a tool that can help us and others to be better, to have better cooperation and results. What is it in our brain that prevents us from receiving or giving feedback? This webinar will reveal our beliefs and obstructers and provide tools that can be helpful in overcoming the obstacles to giving and requesting feedback.

TRAINING TOPICS:

- High level of self-awareness leads to a far better productivity
- How to acquire adequate mindset – fighter vs. victim
- Why is it difficult to accept feedback and to find motivation?
- Immunity to change
- Personal limiting beliefs
- How else can we make accepting feedback easier
- How can we help others by giving feedback



COACH
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, and since 2016 she has been a member of the Tack TMI training team (part of the Gi Group). Ana has extensive experience in an international company in the field of customer relationship development and sales team management. As a manager she was in charge of retail, affiliate sales, telesales, web sales, and the narrowest specialty was B2B sales.

Currently, Ana actively participates in defining organizational, team and personal needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Some of the topics that fall within her expertise: leadership skills, managing virtual and hybrid teams, managing high performing teams, managing underperformers, communication skills, sales and negotiation skills. Ana has extensive experience in running both live and online training programs.



COACH
Petar Kosovac

Petar Kosovac, associate of the Tack TMI (a Gi Group company) training team, corporate trainer and coach with rich global business experience, is currently employed by Hyperoptic as a leader development expert.

For years, he successfully worked as a Marketing Manager for the launch of new services at Telenor, and since 2013 he has dedicated his career to the development and implementation of various training programs. During his many years of experience, Peter has held trainings for leadership, innovation and presentation in England, Sweden, Norway, Austria, Greece, Bulgaria, Malaysia, Pakistan, Myanmar, Thailand.

His expertise in live and online performance includes the following areas: business partnership, coaching, leadership and neuroscience, presentation skills, storytelling, innovation, positive impact skills and areas of personal growth and development, such as full awareness and balance skills. between the business and private segments of life, or work-life balance.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



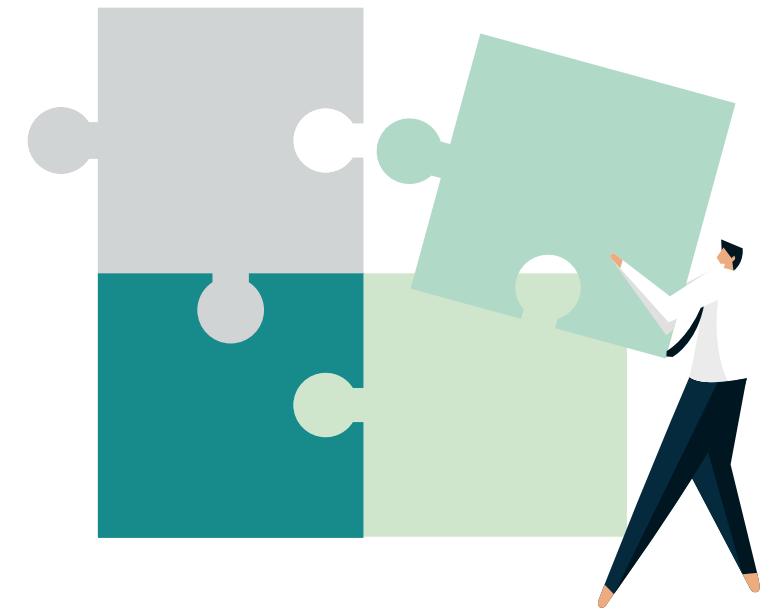
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Vladimir Borovnica

BUILDING TRUST

▶ WEBINAR



ABOUT THE PROGRAM / KEY OUTCOMES:

A need for support, sense of belonging and other people we believe in is a basic and inherent human need. Surveys show that the quality of our relations with others is the predictor of happiness in life. If we look at the professional aspect of life, we find a similar phenomenon. In other words, teams consist of different people and the diversity is their main advantage (synergy) and the main risk zone. Different team efficiency models provide different explanations, however in all major models trust is a key factor. Furthermore, trust is a key prerequisite for almost all other factors (e.g. common goal, open communication...) Finally, no matter how experienced professional team members are, mutual trust can always be improved.

TRAINING TOPICS:

- Need for relations, emotional connection, sense of belonging
- Safe emotional connection (what are the basic elements of quality relations, i.e. relations based on trust)
- Relations based on trust, risk and vulnerability
- Destructive patterns of fellowship and relations
- How to fix broken relations?
- Organizational justice (perception of fairness of relations within the organisation) is a key predictor of the commitment to work which goes the beyond immediate description of work and responsibilities.



COACH
Vladimir Borovnica

Vladimir Borovnica, specialist in medical psychology and holder of the European certificate for psychotherapy, has been working at the Hospital for Psychiatry, KBC “Dr Dragisa Misovic- Dedinje” since 2005, where he deals with psychodiagnostics, group and family psychotherapy. In addition, as a Tack TMI (part of the Gi Group) trainer and consultant, he has been practicing clinical experience in a business context for over ten years. He is dedicated to working with people and improving their potentials and skills, regardless of the context. Some of the topics he deals with are: stress management, resilience, self-confidence and self-motivation, conflict resolution, communication, constructive dialogue, growth mindset, emotional intelligence and leadership. Vladimir’s experience in working with people and holding trainings, as well as natural energy and passion for the topics he deals with, makes the participants come out of the training empowered and inspired to change, whether it is live or online training or a group of several or over 300 people.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h



Mladen Vasić

NEGOTIATING TECHNIQUES

▶ WEBINAR

ABOUT THE PROGRAM / KEY OUTCOMES:

Skilful negotiating in sales and persuading the other side in what you want is a subtle art. The webinar provides step-by-step practical guidelines that will help you to learn about the 8 most common negotiation techniques used by professional negotiators, why they work, when to apply them and how to respond to them. Bluff, pressure, tugging the net, good/bad cop or another of the 8 techniques will help you to be in control in the next negotiation process.

TRAINING TOPICS:

- What tactics are most often used by professional negotiators
- How not to “get caught” by them, but to respond, for further successful negotiations
- When is it appropriate for you to use these tactics



COACH
Mladen Vasić

Mladen is an experienced CEO and consultant with 15 years of international work experience gained in some of the largest global companies such as NIS, Knauf Insulation, TetraPak and British American Tobacco SEE. Working in top management positions in various industries, Mladen has successfully led teams of directors and implemented complex projects of business development, launch and brand building in the markets of Southeast and Central Europe and Central Asia with significant results. He is a qualified user of the MBTI Personality Analysis Instrument. Mladen actively participates in defining organizational, team and personnel needs in the field of business improvement and team management, as well as creating and implementing specific projects and trainings. Working as a consultant and trainer on the topic of negotiations for Tack TMI (a Gi Group), Mladen imparts rich knowledge and intensive commercial experience gained during his career in which he successfully led and participated in negotiations on both sides of the negotiating table.

COST: 60€ + VAT

CONTACT: trening@tacktmiglobal.com

TRAINING FORMAT:



1 module



1x1h