



2020 – 2021 topics
(c) MMM Consulting

**Subscription
based
virtual
facilitated
learning –**

**The new world
of working and
learning**

Why subscription based programs



Subscription based virtual facilitated learning –

The new world of working and learning

We aim to support the new working and learning environment giving *meaning and significance to self care, self development and continuous learning and adaptability to change.*

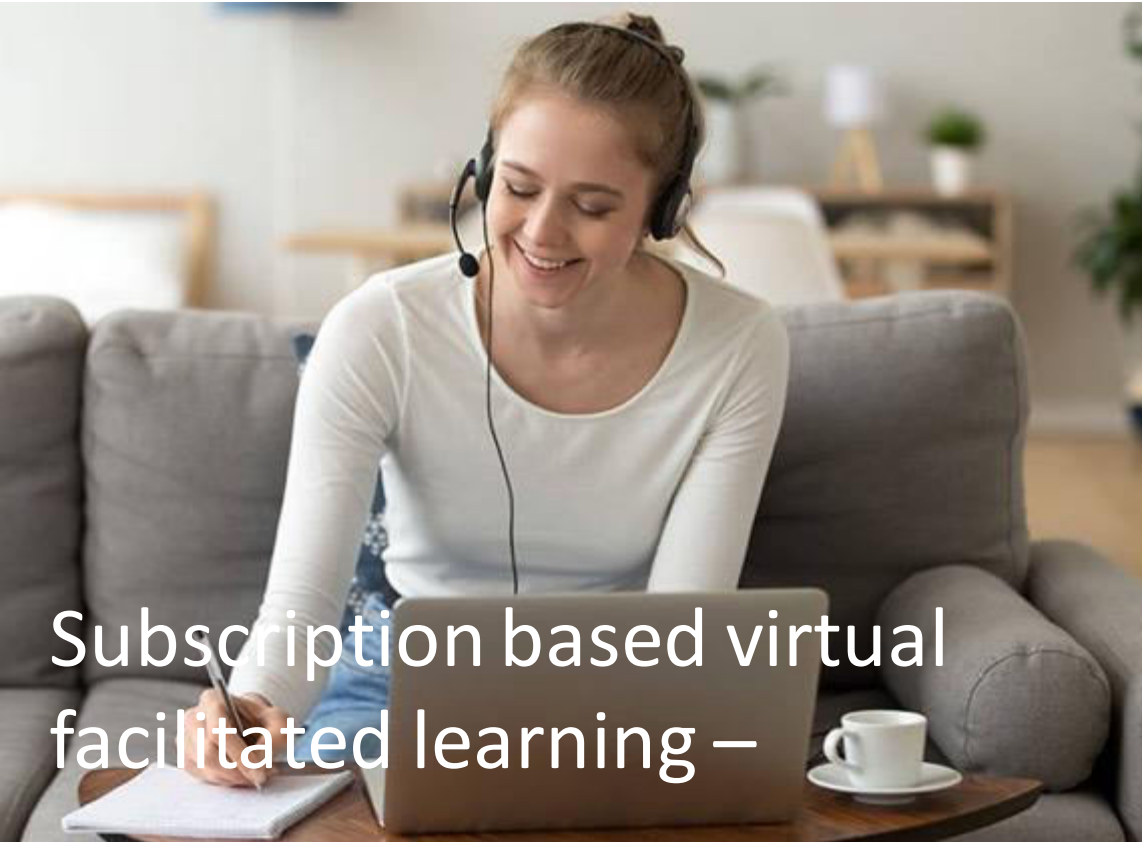
We aim to support our clients and partners with a flexible and affordable scheme, creating access to a *wide range of topics* and a *consistent group of senior facilitators* that are putting together their talents, expertise and dedication.

We took the lessons of the first four month of pandemic and we have listened to our clients needs, expression of hope but also their challenges and worries.

Our mission is to support you in finding clarity and become aware and choicfull in your life, work, decisions.

In your leadership.

Why subscription based programs



Subscription based virtual facilitated learning –

The new world of working and learning

Participation in the sessions might be based on own interest of the participants (internal open program) or based on the recommendation of the HR or their managers, for individual development.

Content of the program might be customized based on internal development needs OR may follow the topics proposed by MMM Consulting.

Main benefits:

- Flexibility in implementation
- Large variety of subjects
- Optimization of participation
- Architecture of learning
- Fully adapted for the new virtual working style of today
- Project Management for implementation of the project

Subscription based virtual facilitated learning – The new world of working and learning

- A series of **12 sessions OR MORE, during a period of maximum 12 months, a session per month, timing agreed with the client (morning or afternoon)**. Sessions may be scheduled in 3,4 or 6 month, grouped.

The process



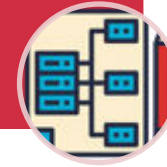
- On request, a session might be done as many times as requested substituting other sessions of adding up on the annual subscription at a discounted price.

Only one time?



- The client company together with the MMM project manager creates the architecture of learning and picks what is relevant based on specific needs.

The architecture



- All sessions are facilitated by a senior mentor – trainer – facilitator, they are interactive and delivered in a coaching style to provide opportunity for sharing and exchange, to create a sense of community and support.

Facilitators



- Sessions might be supported by individual profiles for personal development such as Resilience Profile (Persona Global) or Leadership potential Profile WAY (PerformanSe)

Profiles



- all sessions might be developed in English or Romanian.

Language



- Sessions are 2,5 hours long: 9.30-11.00 OR 14.30-16.00. Sessions will be scheduled based on a calendar, zoom links are attached and people will get registered.

Duration



Self



- Becoming resilient/Growing resilience: mental, emotional and physical resilience, based on the individual Resilience profile, Persona Global
- Creativity
- Build trust and strong relationships by practicing active listening and empathy
- Understanding your new context: a systemic approach, becoming flexible and versatile
- Emotional awareness and impact on productivity: Healthy Habits Design & Implementation, Psychological Safety vs. Anxiety, Stress, Burnout
- Healthy Habits Design & Implementation
- Mental Relaxation Techniques
- Working from home: integrated life.
- SIMPLEX – coaching in motion
- Mindfulness – being present

Community



- TRIBES– The SMALL BIG THINGS that keep us together
- Learning together supporting each other Feedback and solutioning at a distance
 - Effective virtual and face to face meetings - One to one good/ high quality meetings.
 - Stay connected: networking and stakeholder management at a distance
 - Care programs – for HR
 - Constructive Communication & Relationships within Teams
 - Virtual Teamwork
 - Conscious relationships at work and at home
 - Coaching conversations for managers
 - Team coaching – based on the topics brought by the participants
 - Family building: well life together

Productivity



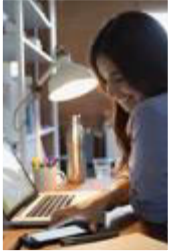
- Building own disciplines to manage with time, pressures and stay productive
- Teleworking, time management and other productivity techniques
- Critical thinking
- Working from home: Time, team & task management.

Preparing for future



- Strategic thinking
- Preparing for the next step and continue your life and professional goals and plans in the new world of working
- Life re-Design: building your new reality
- Understanding your potential and designing your WAY – based on the individual profile WAY, PerformanSe
- Business narrative – telling the story of business for future
- Intraprenorship
- Care community – for a sustainable living and working
- Re-sourcing for the future!

How it works?



The company makes a subscription of 12 sessions of 2,5 hours facilitated virtual learning, once per month.



Schedule 12 and get 2 for free.



The 12 sessions may be scheduled one per month or grouped in 3, 4 or 6 month based on the company request.



Selection of topics:

- internal survey (MMM launches a [surveymonkey.com](https://www.surveymonkey.com) link for selecting the top 12 topics of interest OR
- HR selects the topics based on a need development and in accordance with other initiatives of development present in the company.



Extra groups for the same topic (more that 24 registered for a topic, the maximum number of people we recommend to be online during the same session) will not substitute another topic but will be added up on the top of the subscription.



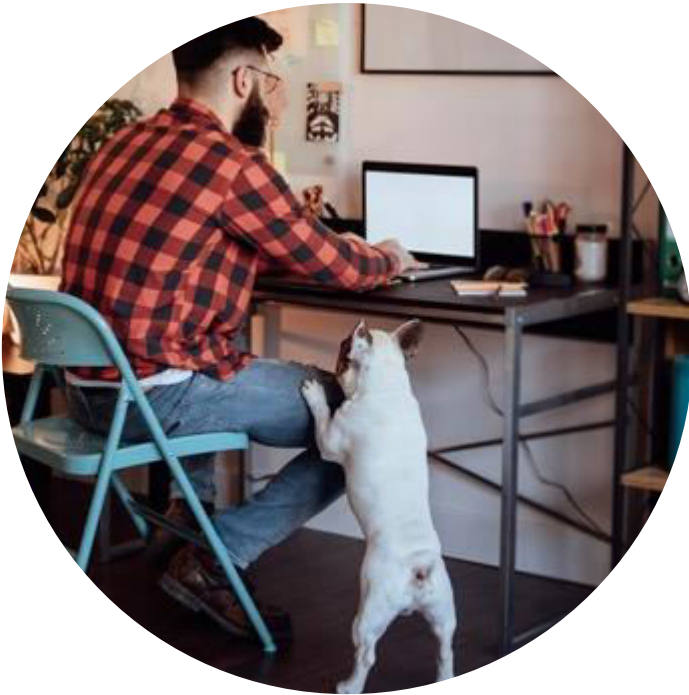
Participation goodies/ gifts: if needed. we may stimulate participation with internal contests: take 3 sessions and you may get a book, an individual WAY PerformanSe Profile or an individual coaching session. The offer is limited to 6 prizes per company.



Project management: MMM will handle all logistics: zoom links, participants' registration, program launching and regular follow-ups, reporting back on the feedback of the participants.

Should the company use other application such as Teams we will join efforts in project management.

How it works?



- Kick off email to introduce the facilitator, technical and administrative aspects such as connectivity, potential need for a second device (phone) for menti.com application or need to have a google account if Jamboard is used during the session,
- Email explains other requests, deliver handouts and questionnaires that will be used during the session etc.
- Facilitator introduces himself via a short welcome video and a pdf file profile.

1.KICK OFF



- 1 maximum 2 main concepts related to the topic to allow focused learning, practicality, active interaction between participants and meaningful discussions and sharing.
- Breakout rooms exercises, debrief, contests, sharing, exploration, coaching style, mentoring style, supportive approach.
- THE 10 min fun – relaxing moment
- Short reflection/applcation homework
- Feedback on the spot via menti.com

VIRTUAL SESSION



- A follow-up email will be assigned with the pdf format of the session PPT, other materials and resources suggested for further learning: youtube short movies, recomendations of books, activities or invitations to experiment the new learning for consolidating into practice and real life, in personal or professional circumstances.

FOLLOW-UP



●●●● Facilitators - mentors



Madi Radulescu

Coach Executiv PCC, Trainer, Consultant.
Managing Partner MMM Consulting, since 2003.
Areas of focus: executive and transformational coaching,
strategy, leadership, management, change.
Gold Coach L&D Industry Romania 2019



Diana Voicu

Trainer, Coach, Consultant
Experience in business: Management and marketing.
Areas of focus: management, leadership, emotional
capability, marketing, communication, customer services,
learning design



Monica Cirligea

Facilitator, Trainer, Coach, Consultant.
Working internationally, HR development
Areas of focus: Leadership and coaching management
development, HR Business Partnering.



Doru Curteanu

Trainer, Coach acreditat EMCC, Consultant
Coaching. Senior Consultant, middle and top management
team development, management development
Systemic coach, team coaching



Razvan Zaharia

Facilitator, Trainer, Coach, Consultant.
People & Organizational Development
Areas of focus: leadership & team development,
organizational wellness, corporate wellbeing, family
development programs.



Luiza Stefan

Trainer, Coach ACC, Consultant
Coaching. Senior Consultant, middle and top management
team development, management development
Systemic coach, team coaching

Self

- Becoming resilient/Growing resilience: mental, emotional and physical resilience, based on the individual Resilience profile, Persona Global
- Creativity
- Emotional awareness and impact on productivity: Healthy Habits Design & Implementation, Psychological Safety vs. Anxiety, Stress, Burnout

Community

- TRIBES – The SMALL BIG THINGS that keep us together
- Learning together supporting each other
- Feedback and solutioning at a distance
- Effective virtual and face to face meetings - One to one good/ high quality meetings.
- Effective virtual facilitation

Productivity

- Building own disciplines to manage with time, pressures and stay productive
- Teleworking, time management and other productivity techniques
- Critical thinking

Preparing for future

- Understanding your potential and designing your WAY – based on the individual profile WAY, PerformanSe



Diana Voicu

Trainer, Coach, Consultant

Experience in business: Management and marketing.
Areas of focus: management, leadership, emotional capability, marketing, communication, customer services, learning design

Self

- Becoming resilient/Growing resilience: mental, emotional and physical resilience, based on the individual Resilience profile, Persona Global
 - Understanding your new context: a systemic approach, becoming flexible and versatile
- Working from home: integrated life. (work life balance in COVID times)
- Mindfulness – being present

Community

- Effective virtual and face to face meetings - One to one good/ high quality meetings.
- Virtual Teamwork
- Conscious relationships at work and at home
- Coaching conversations for managers
- Group coaching – based on the topics brought by the participants

Productivity

- Working from home: Time, team & task management.



Preparing for future

- Re-sourcing for the future!

Doru Curteanu

Trainer, Coach Coach acreditat EMCC, Consultant Coaching. Senior Consultant, middle and top management team development, management development Systemic coach, team coaching

Self

•Psychological Safety vs. Anxiety, Stress, Burnout

Healthy Habits Design & Implementation

Mental Relaxation Techniques

Mindful Nutrition

SIMPLEX – coaching in motion

Community

Constructive Communication & Relationships within Teams

Family building: well life together

Preparing for future

Life re-Design: building your new reality



Razvan Zaharia

Facilitator, Trainer, Coach, Consultant.

People & Organizational Development

Areas of focus: leadership & team development, organizational wellness, corporate wellbeing, family development programs.

Self

Emotional awareness and impact on productivity:
Healthy Habits Design & Implementation,
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Healthy Habits Design & Implementation
Working from home:
integrated life. (work life balance in COVID times)



Community

Care programs – for HR
Feedback and solutioning at a distance

Monica Cirligea

Facilitator, Trainer, Coach, Consultant.
Working internationally, HR development
Areas of focus: Leadership and coaching management development, HR Business Partnering.

Preparing for future

Business narrative – telling the story of business for future
Intraprenorship
•Care community – for a sustainable living and working

Self

- Learning listening and empathy to generate trust and strong relationships
- Healthy Habits Design & Implementation
- Mental Relaxation Techniques
- Mindfulness – being present
- Working from home: integrated life. (work life balance in COVID times)

Community

- Effective virtual and face to face meetings - One to one good/ high quality meetings.
- Conscious relationships at work and at home
- Group coaching – based on the topics brought by the participants based on POY methodology

Preparing for future

Preparing for the next step and continue your life and professional goals and plans in the new world of working



Luiza Stefan

Trainer, Coach ACC, Consultant
Coaching., self development
Systemic coach, team coaching

Self

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