



**GRZEGORZ
SZAŁAJKO**

MAKING THINGS
HAPPEN.

LEADING INTERNATIONAL EXPERT
IN PORTFOLIO, PROGRAM AND PROJECT MANAGEMENT

**GRZEGORZ
SZAŁAJKO**

MAKING THINGS
HAPPEN.

IN NUMBERS...

5

**INTERNATIONAL
STANDARDS**

AS A LEADING EDITOR,
CORE TEAM MEMBER,
SUBJECT MATTER EXPERT
REVIEWER OR ACTIVE
CONTENT CONTRIBUTOR

22

YEARS

OF INTERNATIONAL
EXPERIENCE IN PROJECT
MANAGEMENT AS PROJECT
AND PROGRAM MANAGER,
SPONSOR, MENTOR OR ADVISOR

**19
YEARS**

OF EXPERIENCE
IN AUDITING AND REVIEWING
LARGE AND MEGA SIZED
INTERNATIONAL PROJECTS

**14 000+
STUDENTS**

AND WORKSHOP
PARTICIPANTS FROM
MOST CONTINENTS
AROUND THE GLOBE

**15
YEARS**

OF INTERNATIONAL
EXPERIENCE AS INDEPENDENT
STRATEGIC ADVISOR,
TRAINER AND COACH

25+

**INTERNATIONAL
CORPORATIONS**

AMONG SATISFIED
CUSTOMERS FOR STRATEGIC
CHANGE MANAGEMENT AND
COMPETENCE DEVELOPMENT

**120+
PUBLIC
SPEECHES**

DURING POLISH AND
INTERNATIONAL SEMINARS
AND CONFERENCES

4

**MBA & EMBA
PROGRAMS**

IN COOPERATION WITH
INTERNATIONAL UNIVERSITIES
AS AN AUTHOR AND TEACHER

**80+
POLISH
COMPANIES**

THAT USED ADVISORY AND
MENTORING SERVICES IN THE
AREA OF PPPM AND STRATEGY



AREAS OF EXPERTISE

- PORTFOLIO, PROGRAM AND PROJECT MANAGEMENT (PPPM)
- ORGANIZATIONAL PROJECT MANAGEMENT (STRATEGIC LEVEL)
- CHANGE MANAGEMENT
- AGILE TRANSFORMATIONS
- RISK MANAGEMENT IN PROJECTS AND PROGRAMS
- PPPM COMPETENCE DEVELOPMENT PROGRAMS
- PROJECT AND PROGRAM ASSESSMENT AND AUDIT
- COMPLIANCE PROJECTS AND PROGRAMS

PROFESSIONAL EXPERIENCE

- PROJECTS FOR A **NUMBER OF INDUSTRIES**, INCLUDING AUTOMOTIVE, BANKING, FINANCE, CONSTRUCTION, SOFTWARE, TELECOMMUNICATIONS, SSC, EDUCATION, MINING, ENERGY, BUSINESS CONSULTING AND MANY MORE...
- **VARIOUS TYPES OF PROJECTS**, INCLUDING R&D, EXPANSION, ENGINEERING, ORGANIZATIONAL CHANGE, COMPETENCE DEVELOPMENT
- **VARIOUS ROLES**, INCLUDING GLOBAL FUNCTIONAL MANAGER IN LARGE CORPORATION, PROJECT AND PROGRAM MANAGER, SPONSOR, COMPLIANCE & GOVERNANCE EXPERT, AUDITOR, BUSINESS ANALYST, SENIOR ADVISOR, MENTOR

ACHIEVEMENTS & AWARDS

- WINNER OF THE **IPMA OTTO ZIEGLEMEIER'S AWARD** FOR EXCEPTIONAL CONTRIBUTION TO PROJECT EXCELLENCE AT INTERNATIONAL LEVEL
- WINNER OF THE **IPMA POLAND ATLAS OF PROJECT MANAGEMENT** FOR CONTRIBUTION TO PROJECT MANAGEMENT AT NATIONAL LEVEL
- ENACTUS POLAND SPECIAL AWARD FOR **OUTSTANDING BUSINESS ADVISOR**
- **HONORARY MEMBER** OF THE PROJECT MANAGEMENT ASSOCIATION OF NEPAL
- **BEST COMPETENCE DEVELOPMENT PROGRAM** RECOGNITION BY PULS BIZNESU
- ONE OF THE **TOP 5% OF SPEAKERS** AT ISACA'S EURO CACS CONFERENCE

INTERNATIONAL STANDARDS

- LEADING EDITOR OF THE **IPMA PROJECT EXCELLENCE BASELINE 1.0 GLOBAL STANDARD** AND ITS POLISH EDITION
- CORE TEAM MEMBER OF THE COMPLETELY REVISED **PMI STANDARD FOR RISK MANAGEMENT IN PORTFOLIOS, PROGRAMS AND PROJECTS**
- SME REVIEWER OF THE 1ST EDITION OF THE **PMI STANDARD FOR ORGANIZATIONAL PROJECT MANAGEMENT** AND THE 3RD EDITION OF THE **PMI PRACTICE STANDARD FOR EARNED VALUE MANAGEMENT**
- CONTRIBUTOR AT EARLY STAGES OF THE 7TH EDITION OF THE **PMBOK® GUIDE**

EDUCATION & CERTIFICATIONS

- **PMP** - PROJECT MANAGEMENT PROFESSIONAL (PMI)
- **DASSM** - DISCIPLINED AGILE SENIOR SCRUM MASTER (PMII)
- **PEB PROFESSIONAL** - PROJECT EXCELLENCE BASELINE PROFESSIONAL (IPMA)
- **PROSCI CCP** – CERTIFIED CHANGE PRACTITIONER (PROSCI)
- **ICC** - INTERNATIONAL CERTIFIED COACH (ICC)
- **CISA** - CERTIFIED INFORMATION SYSTEMS AUDITOR (ISACA)
- **COBIT FOUNDATION** - CONTROL OBJECTIVES FOR IT FOUNDATION (ISACA)
- MASTERS IN **COMPUTER SCIENCE** (WROCLAW UNIVERSITY OF TECHNOLOGY)
- MASTERS IN **SOCIOLOGY** (UNIVERSITY OF WROCLAW)

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PROFESSIONAL BACKGROUND

PL. SOLNY 15, WROCŁAW, POLAND
+ 48 603 294 778
GRZEGORZ@SZALAJKO.COM
WWW.SZALAJKO.COM

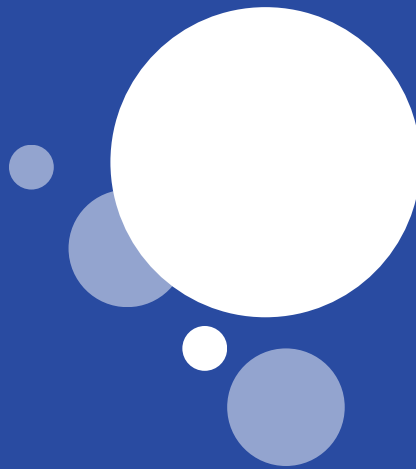
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WIOLETA KICMAN

Organizational Change Management

ADVISORY | TRAINING | MENTORING & COACHING



Wioleta Kicman

YOUR PARTNER ON THE CHANGE JOURNEY

WIOLETA KICMAN

I am an Organizational Change Management (OCM) and Business Transformation Advisor, Mentor and Coach. I help individuals and organizations **successfully navigate change**.



With more than a decade of hands-on experience, I specialize in delivering business change and transformation initiatives in both public and private sectors, offering a unique perspective on human behavior and its influencing factors.

I focus on the **“people side” of business change** to ensure organizational readiness for adopting new ways of working.

As an active change practitioner, I delivered projects for organizations such as NHS, Transport for London, EY, Becton Dickinson, UK local authorities as well as a leading global clinical research organization (CRO).

I hold two master's degrees: in Public Health and in Psychology, and multiple certifications including the PMI Project Management Professional (PMP)®, Change Management Practitioner (CMP), Agile Change Agent (ACA), Prosci Certified Change Practitioner and Managing Successful Programs Practitioner.

I apply a holistic approach to change management, addressing strategic, operational and people aspects of a given change. My focus is not just on planning and executing the transition, but also on ensuring its sustainability.

HOW CAN I HELP YOU?

My clients can benefit from my experience in areas such as:

- Resistance to Change
- Change Management Strategy
- Communication Strategy
- Integration of Project and Change Management
- Change Saturation Analysis
- Change Saturation Management Strategy
- Communication Fatigue
- Change Impact Analysis
- Change Readiness Analysis
- Change Adoption Analysis
- Psychology of Change
- Sustainability of Change
- Organizational Change Portfolio Management

My offer includes advisory sessions, engaging trainings, practical workshops, as well as 1:1 coaching and mentoring sessions for project, change and team leaders.

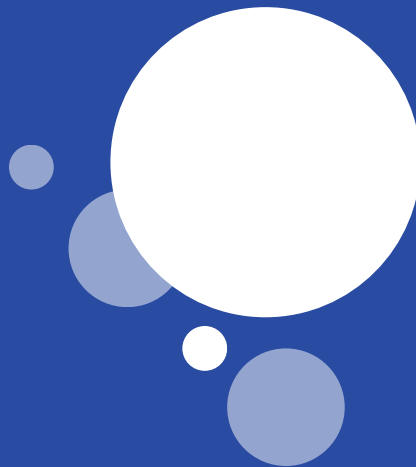
*Build your competitive advantage by mastering
effective organizational change management.*

CONTACT DETAILS

Wioleta Kicman

www.wioletakicman.com

wioleta@wioletakicman.com
+48 724 539 347



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YOUR PARTNER ON THE CHANGE JOURNEY