

CV, Mariia NASIEDKINA
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I am an experienced management consultant and certified executive coach, passionate about unleashing the potential of leaders and teams. With over 10 years of management experience I have successfully enabled over 100 companies and organizations to improve their strategies, operational plans, internal processes and their people to grow professionally. I design my consulting products tailored to a specific company or team challenge and am a partner to leaders in driving change. My promise is to guide you in creating an effective roadmap to company's success, while fostering a positive, collaborative environment that encourages growth and fulfillment for your team members.

WORK EXPERIENCE:

Management and HR consultant, executive coach. Ukraine 2019 - 2023
www.nasiedkina.com/sessions; www.nasiedkina.com/coaching *(4 years, full-time)*

- Facilitated 100+ strategic and tactical sessions for national and local NGOs (USAID projects (HealthLink), media (Detector Media, Gwara, Bird in Flight, Varosh, Suspilne UA etc.), NGOs (Teach for Ukraine, GoGlobal, Pravo na Zahyst, S. Prytula Foundation, and many more), governmental bodies (Mystetsky Arsenal, Ministry of Youth and Sport), socially responsible businesses (Miller, UNIC, E5);
- Performed organizational audit for current and potential conflicts and zones for improvement for NGOs;
- Consulted over 100+ leaders on leadership through leadership sessions, training, and own leadership online course and practical guidance on leadership;
- [Podcast host of "Healthy Work"](#) with national HR platform www.work.ua

NGO *Dyvovyzhni*. Kyiv, Ukraine October 2013 - June 2019
Founder & CEO *(6 years, full-time)*
www.facebook.com/dyvovyzhni

- Ensured short-term and long-term strategy, vision & mission planning;
- Supervised public relations & media affairs, being one of the public speakers on behalf of the NGO;
- Participated in policy & HR development, ensuring organizational development;
- Provided overall team management of 15 employees & conducted their performance evaluation;
- Managed relationships with key stakeholders, such as local and national NGOs, government, donors;
- Fundraised for core organizational support (700k USD) of institutional support for 2017-2020.

UA:PBC (*Suspil'ne Movlennya*). Kyiv, Ukraine June 2017 - December 2017
Strategic advisor at socio-political department *(6 months, consultancy)*

- Contributed to development of short-term and long-term strategy of socio-political department of Suspil'ne on national level;
- Provided leadership coaching of Head of the department and his team;
- Participated in policy & procedure development, ensuring department's development;
- Developed training methodology and log.frame of professional growth of local journalists.

Council of Europe. Kyiv, Ukraine April 2020 - December 2021
National expert on leadership *(9 months, consultancy)*

- Developed teaching materials on: "Leadership and success" within a guidebook for local leaders;
- Provided individual coaching sessions for local leaders;
- Provided recommendations for improvement of civic activists' performance;
- Conducted interactive webinars for the participants of the program "Mentoring for Change" featuring

such issues as project management, capacity building, organizational assessment, and strategic planning.

GIZ; House of Europe Kyiv, Ukraine
Consultant, trainer on capacity building and leadership

December 2020 - December 2021
(1 year, consultancy)

- Provision of trainings: “Delegation” - what is it delegation, useful tools, functions and roles in the team; “Mistakes and conflicts in the team” – why they arise, useful tools conflict prevention; “Sustainable knowledge sharing. Example on modern leadership: The importance of sharing experiences, tools for sharing experiences“;
- Facilitated knowledge sharing for leaders;
- Facilitated an operational session for House of Europe's team.

International NGO Pact. Kyiv, Ukraine
Program Officer

December 2013 – January 2016
(3 years, full-time)

www.pactworld.org

- Managed over 40 projects of Ukrainian NGOs, with a budget of over \$2 million in grants;
- Provided capacity building for the most influential and active NGOs, conducted organizational assessment, strategic planning of Ukrainian civil society organizations and networks;
- Coordinated direct technical assistance for NGO grantees;
- Contributed to development of the [Reanimation Package of Reforms](#) – the most powerful coalition of NGOs in Ukraine that promotes democratic reforms; supervised coalition-donor relations;
- Helped to launch a series of socially-responsible festivals that reached over 3 000 citizens.

International Organization for Migration (IOM). Kyiv, Ukraine
Program Consultant

October 2011 – September 2012
(1 year, full-time)

www.iom.int

- Aided with the implementation of the Assisted Voluntary Return and Reintegration Program;
- Conducted interviews, drafted program documents, assisted with the reintegration cases;
- Supervised study visits, training seminars, and meetings between Ukrainian and international partners

EDUCATION:

University of Geneva
Geneva, Switzerland

www.unige.ch

October 2012 – June 2013

Swiss Government Scholarship
Non-Degree research

University of Bristol
Bristol, the United Kingdom

<http://www.bris.ac.uk/>

October 2010 – October 2011

MSc in Public Policy

Neuroleadership Institute
USA - the UK (online)

<http://neuroleadership.com>

May 2021 - October 2021

Brain Based Coaching program
Trained brain-based coach

AWARDS, SEMINARS:

ACC ICF coach

Certified coach by International Coaching Federation, 2023

Training «Personal and team's effectiveness», Ukraine, Kyiv Ernst & Young
December 19-20, 2018

Deep Democracy Institute, Ukraine, Kyiv
Seminars and practical trainings on facilitation
2017-2019

The Aspen Institute Kyiv, Ukraine
Leadership seminar “Society and Values”
11-17 November 2017

Training «Effective team and emotional intelligence», Ukraine, Kyiv Ernst & Young
February 11-12, 2019

Project management for creative teams. Agile in action. Ukraine, Kyiv Kyiv-Mohyla Business School [kmbs], 27-30 July 2017