

OPEN TRAINING PROGRAMS

JANUARY - DECEMBER 2024



Tack TMI Adria

Maglajska 10
11000 Belgrade, Serbia

Moskovska 111
81 000 Podgorica, Montenegro

Gajeva 2b
10 000 Zagreb, Croatia

tacktmiadria.com

LIVE

MASTERS OF KNOWLEDGE

NEW COACHING SKILLS PROGRAM

€980
+VAT

The knowledge of each team member is a kind of accumulator of speed and skill in finding solutions for today's business.



Eva Velimirović



Vladimir Borovnica



Petar Kosovac



Marina Delić



Veselin Vasiljković



LIVE

LEADING WITH CANDOR

€720
+VAT

Indirect leadership implies open communication and a direct attitude of the leader who does not leave aside or avoids the conversation about uncomfortable topics and phenomena, but opens up the essential issues of such things, maintaining empathy and care for others.



Viktor Haimov





LIVE

Aleksandra Stefanović

€250
+VAT

CROSS-FUNCTIONAL COLLABORATION

Cross-functional collaboration is now recognized as an important element for timely sharing of key information between teams - learn how to successfully implement it in your organization.



LIVE

Vladimir Borovnica

€150
+VAT

PSYCHOLOGICAL FIRST AID FOR NON-PSYCHOLOGISTS

Psychological crises interventions in the business environment for non-professionals in mental health.



SCROLL FOR TRAINING SCHEDULE





KEEP AN EYE ON...

LEADING WITH CANDOR

Viktor Haimov 

€720
+VAT

05
FEB

MODULE I
09-17h
live

06
FEB

MODULE II
09-17h
live

PSYCHOLOGICAL FIRST AID FOR NON-PSYCHOLOGISTS

Vladimir Borovnica 

24
APR

09:30-13:30h
150€ + VAT
live

CROSS-FUNCTIONAL COLLABORATION

Aleksandra Stefanović 

14
MAY

09:30-17:00h
250€ + VAT
live

MASTERS OF KNOWLEDGE

03
OCT

MODULE I
09:30-17:00
live

14
NOV

MODULE IV
09:00-17:00
live

15
OCT

MODULE II
09:30-17:00
live

25
NOV

MODULE V
09:30-11:30
online

31
OCT

MODULE III
09:30-17:00
live

€980
+VAT

february

TIME MANAGEMENT AND PERSONAL EFFICIENCY

Snežana Isaković and Boris Bočvarski
02.02. | 09:30-17h **live**
250 EUR + VAT

PEOPLE MANAGEMENT

Ana Delić
06-08.02. | 11-13h **online**
190 EUR + VAT

TRAIN THE TRAINER

Eva Velimirović
22-23.02. | 09:30-17h **live**
410 EUR + VAT

PROFITABLE NEGOTIATION

Đorđe Milošević
26-29.02. | 10-12h **online**
240 EUR + VAT

THOMAS CERTIFICATION TRAININGS

Nelica Bogunović and Melina Knežević

FIND OUT MORE...

march

CONFLICT MANAGEMENT

Vladimir Borovnica
07.03. | 09:30-17h **live**
250 EUR + VAT

CHANGE MANAGEMENT

Petar Kosovac
08.03. & 11.03. | 09:30-11:30 **online**
150 EUR + VAT

INTERVIEWING SKILLS

Nelica Bogunović and Nikoleta Đorđević
20.03. | 09:30-17h
21.03. | 10-14h **live**
330 EUR + VAT

PRESENTATION SKILLS

Petar Kosovac
25-26.03. | 09:30-17h **live**
410 EUR + VAT

april

EFFECTIVE COMMUNICATION

Snežana Isaković
03.04. | 09:30-17h **live**
250 EUR + VAT

PROJECT MANAGEMENT

Boris Bočvarski
08,09,11,12.04. | 15-17h **online**
290 EUR + VAT

RESILIENCE

Eva Velimirović
19.04. | 11-13h **online**
105 EUR + VAT

may

STRESS MANAGEMENT

Vladimir Borovnica
20.05. | 14-16h **online**
105 EUR + VAT

INFLUENCING SKILLS

Boris Bočvarski
27.05. | 09:30-17h **live**
250 EUR + VAT

Check out what other OTP topics can be found on our program

LEARN MORE



september

PROFITABLE NEGOTIATIONS

Đorđe Milošević
09-10.09. | 09:30-17h **live**
410 EUR + VAT

TRAIN THE TRAINER

Eva Velimirović
11-13.09. | 11-13h **online**
190 EUR + VAT

PEOPLE MANAGEMENT

Ana Delić
19-20.09. | 09:30-17h **live**
410 EUR + VAT

TIME MANAGEMENT AND PERSONAL EFFICIENCY

Snežana Isaković and Boris Bočvarski
25-26.09. | 14-16h **online**
150 EUR + VAT

october

CHANGE MANAGEMENT

Ana Bolbođevski and Marina Delić
10.10. | 09:30-17h **live**
250 EUR + VAT

INTERVIEWING SKILLS

Nelica Bogunović and Nikoleta Đorđević
23-24.10. | 10-13:30h **online**
190 EUR + VAT

PROJECT MANAGEMENT

Boris Bočvarski
24-25.10. | 09:30-17h **live**
410 EUR + VAT



Take a look at our trainings!



november

CONFLICT MANAGEMENT

Vladimir Borovnica
04.11. | 14-16h **online**
105 EUR + VAT

STRESS MANAGEMENT

Vladimir Borovnica
20.11. | 09:30-17h **live**
250 EUR + VAT

EFFECTIVE COMMUNICATION

Snežana Isaković
27.11. | 10-13h **online**
120 EUR + VAT

december

PRESENTATION SKILLS

Petar Kosovac
06.12. & 09.12. | 09:30-11:30 **online**, 190 EUR + VAT

INFLUENCING SKILLS

Boris Bočvarski
09-10.12. | 14-16h **online**
150 EUR + VAT

RESILIENCE

Eva Velimirović
13.12. | 09:30-17h **live**
250 EUR + VAT





€980
+VAT

LIVE

Tack TMI Adria is introducing

MASTERS OF KNOWLEDGE

NEW PROGRAM FOR TRAINERS

You only need to KNOW THAT YOU KNOW in order to unlock the potential for others in your team to learn as well

The knowledge of each team member is a unique generator of speed and problem-solving skills for today's business. Successful organizations have learned to encourage the transfer not only of experiences but of all types of knowledge among team members. That way internal knowledge becomes a creative part of a learning organization, which creates a competitive advantage in effective and better approach to work, group thinking and innovation.



That is why TACK TMI Adria is launching a new and comprehensive training program for trainers (Train the trainer - TTT) with the aim of creating teams and organizations where knowledge and good practices are shared.



This program is intended for:

- Managers who want to acquire trainer skills in order to transfer knowledge in the team, organization
- L&D professionals who want to develop by working on development concepts with top consultants and trainers
- Trainers who want to get inspired and add new topics and tools to their portfolio
- Business people who have a passion for sharing knowledge

The program contains
5 MODULES

4 LIVE
1 ONLINE

I MODUL

Trainer's mindset, modern presentation and transfer of knowledge practices

Eva Velimirovic 📄

- Knowledge that will be remembered - what we want our audience to know, think, feel, understand and be able to do after our session
- You are the presentation, not Power Point slides. Creating a story and presentation thread
- Arousing attention while conveying a key message

II MODUL

Aktivnosti i iskustva koja inspirišu učenje i promenu u organizacijama

Veselin Vasiljković 📄

- Implementation of the session according to the principles from the previous module and mentor development feedback by Ana Delic
- Ways of introducing changes through incentives, creative activations
- How we create targeted games

III MODUL

Initiate team sharing and learning: team knowledge management

Marina Delić 📄

- Implementation of the session according to the principles from the previous module and mentor development feedback by Ana Delic
- Exchange of team knowledge - team recipes for success and practical solutions
- Routines of conscious and agile teams - on-the-go meeting structures

IV MODUL

Strast, samopouzdanje i rezilijentnost trenera

Vladimir Borovnica 📄

- Implementation of the session according to the principles from the previous module and mentor development feedback by Ana Delic
- From idea to certainty, the development path of both concepts and trainers
- Fixed & growth mindset - are the trainers professional learners?

ONLINE MODUL

Trainers in a virtual environment and storytelling skills

Petar Kosovac 📄

How to make a virtual environment work for you - tips/ tricks from a virtual session guru
Shape your experience - tell your story



It is important to encourage the exchange and the application of team knowledge

Organizations today are constantly transforming. Industries are consolidating, new business models are emerging, new technologies are being developed, consumer needs are changing... For managers and teams this level of change can be very demanding. It forces them to quickly understand and react to major changes in work. According to Arie de Geus, the ability to learn faster than your competition may be the only sustainable competitive advantage you have.

Successful organizations have learned to encourage the transfer not only of experiences but of all types of knowledge among team members. That way internal knowledge becomes a creative part of a learning organization, which creates a competitive advantage in effective and better approaches to business, group thinking and innovation.



The specifics of the Masters of team knowledge program

The program is planned as an annual trainers academy. Trainers work with trainers as researchers and masters of knowledge. The learning process is mutual. One of the results is that we will also create an alumni base of the program, which will be the contact base for master's of knowledge according to industries, experience, professional profile and expertise. That way the spreading of knowledge would continue.

Take this opportunity to open many more doors.
WALK AMONG YOUR OWN.

€720
+VAT

Viktor Haimov 

LIVE

LEADING WITH CANDOR

Leading with candor implies open communication and a direct attitude of a leader who does not put aside or avoid talking about uncomfortable topics and phenomena, but opens up the essential issues of such things, maintaining empathy and concern for others. Transparency of actions and openness in addressing less pleasant topics are absolutely appropriate and important in the workplace. When a leader gives up exclusivity, it opens the door to honest and authentic two-way communication in the team, and creates an environment where others feel free to share their truth. In this way, leadership achieves significant effectiveness and quality important to the team, especially today - in the time of remote work.



Openness is a catalyst for productivity.
An open, immediate conversation allows for timely response, which then leads to solutions, even innovations



Outspokenness integrates the team.
Caring for others strengthens relationships. Bond and trust are established, even more so in hybrid and remote teams.



Leadership that leads with openness inspires commitment.
A person who comes forward is authentic and free to give their best in the workplace.

WHAT IS THE CONTENT?

Why Candor?

How do we get in the way of telling our truth? Navigating relationships from a place of “I am OK and you are OK”, i.e. my truth is legitimate and your truth is legitimate

- The basis of open truth: facts, feelings, films - how they are recognized and communicated
- To stand by your truth, even when the other side makes a power play
- Sticking to the truth, even when there is a risk of disappointing others
- Creating psychological safety, so others can express openly their truth

WHAT WILL YOU GET?



An opportunity to explore your own barriers to leading with candor and ways of overcoming those barriers



Tools and practices that will help you lead with candor & care in various work-related situations



Tips and commitment to create a “bull-shit free zone” (coined by the author of “Radical Candor”), where others can also express their truth, openly and responsibly.

WHAT IS THE METHOD?

Short inputs, plenty of examples, applying tools and getting feedback, learning from the live experience during the program, space for self reflection + a variety of resources and learning prompts outside of the virtual classroom

WHAT IS THE FORMAT?



Price for one participant: **720€ + VAT**



Aleksandra Stefanović

€250
+VAT

LIVE

CROSS-FUNCTIONAL COLLABORATION SYNERGIES BETWEEN TEAMS

Organizations today are increasingly recognizing the importance of cross-functional collaboration for timely sharing of key information between teams, speeding up and improving important decision-making. The challenges of isolated "silos" can be overcome to achieve:

- More effective problem solving through a combination of different expertise.**
- Better management of resources by sharing information and reducing duplication of work.**
- Innovation - encouraging the combination of different ideas for long-term success.**

The goal of this program is to provide participants with a deep understanding and specific skills for effective cross-functional cooperation.



Through interactive sessions we will focus on:

- Analysis of specific challenges in cross-functional teams from different sectors.
- Identification of key factors for the success of cooperation.
- Developing strategies to encourage cooperation and joint work, even when the other party does not show initiative.
- Use of communication techniques to build trust and overcome disagreements.
- Understanding key decision makers and creating the right arguments to gain their support
- Collaborative problem-solving techniques and the power of collaborative thinking

We will work on specific examples of business collaboration between teams, and you can expect skills and ideas that you can use as an individual to encourage important stakeholders to collaborate productively.



€150
+VAT

LIVE

Vladimir Borovnica

PSYCHOLOGICAL FIRST AID FOR NON-PSYCHOLOGISTS

Psychological crisis interventions in the business environment for non-professionals in mental health.



Numerous adverse events that have occurred either globally or locally in recent years have brought mental health care to the fore! One gets the impression that society as a whole (including the business sector) is more ready to recognize mental health difficulties and react to them. On the other hand, stronger awareness and goodwill are often not enough, unfortunately. Life can surprise us with circumstances that go beyond the expected and planned. It is quite natural that many people will not manage in such circumstances. What to say? How to act? To ask or not to ask?



Who is the training intended for?

The training is primarily intended for all those in leadership positions (whose job directly involves caring for others), but those whose formal task is not caring for others are also welcome (after all, all employees are responsible to some extent for the climate of the organization).

Themes

- Stress and traumatic experiences
- Impact of traumatic experiences on mental health
- Impact of traumatic experiences on the group/team
- How to talk?
- Empathy - how to show it, what is the right amount?
- What is and what is not the responsibility of managers in crises situations?

Snežana Isaković 

Boris Bočvarski 



TIME MANAGEMENT AND PERSONAL EFFICIENCY

Learn how to make time your ally and master proven tools and techniques to help you achieve more, in less time and with less stress.



WHO WILL BENEFIT

To anyone who wants to improve their personal productivity and efficiency.

To everyone who wants to better understand, plan and organize their daily tasks as well as long-term goals in accordance with personal and professional goals.

ONLINE

LIVE

 2x2h

 1 day

 150€ + VAT

 250€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

WHAT TO EXPECT

- How to improve your goal-setting skills as well as the skills to direct your energy and time towards achieving them.
- How to focus on key tasks, increase your sense of satisfaction and control over your schedule.
- How to align short-term tasks with long-term goals and thus act in accordance with the vision you have of yourself in the future.

- Practical time management techniques.
- Developing a deeper self-awareness about personal habits and behavior patterns that affect productivity.
- Understanding and mastering prioritization in relation to long-term goals. Facilitated decision-making and learning to focus.



Ana Delić

PEOPLE MANAGEMENT

Become a leader who inspires, effectively manages a team, brings results with the development and satisfaction of team members.



WHO WILL BENEFIT

Leaders, managers and anyone who wants to improve their skills in managing a team of people. Managers who have not gone through formal education or are in this role for the first time.



ONLINE	LIVE
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🕒 3x2h

🕒 2 days

€ 190€ + VAT

€ 410€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- Balancing between leading and supporting your team.
- Getting to know employee development levels and situational leadership.
- How to use DISC behaviour theory for motivation and better communication.
- In all the ways you can motivate different people.
- Insights into delegation skills, including setting motivating goals, selecting the right people, and applying rules for giving effective feedback.

WHAT TO EXPECT

- Practical tools and techniques for effective team management.
- Development of communication skills as part of the role of manager.
- Guidelines for encouraging employee motivation.
- Insight and better understanding of why and how to adapt your leadership style to different situations and team members.



Eva Velimirović 

TRAIN THE TRAINER

Make the leap from presenting to transferring knowledge that utilizes the full learning potential of the entire group.

ONLINE

LIVE

 3x2h

 2 dana

 190€ + VAT

 410€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com



WHO WILL BENEFIT

To everyone who wants to improve their training skills and better cope with the challenges in the process of training employees. Regardless of the current level of experience leading the training program, this program enables the exchange of experiences, the adoption of modern strategies and practices, and the development of the necessary knowledge and skills to achieve better results.



WHAT WILL YOU LEARN

- Setting goals and defining the purpose of internal training for employees.
- Techniques of audience analysis and motivation.
- Directing the attention of the listeners with a well-designed training structure.
- Familiarity with different learning styles and the choice of adequate methods and techniques.
- Strategies for dealing with awkward questions and difficult situations.

WHAT TO EXPECT

- An in-depth learning experience through interactive exercises and realistic simulations.
- A dynamic approach of applying theory on the spot.
- Gaining a better understanding of your personal coaching style.
- An opportunity to present, on the basis of which you will receive specific feedback and an opportunity for improvement.



Dorđe Milošević 

PROFITABLE NEGOTIATIONS

Master proven negotiation techniques so that you create relationships in negotiations where both parties share a sense of victory.



WHO WILL BENEFIT

Anyone who wants to improve their negotiation skills and achieve profitable outcomes in various negotiation situations, regardless of current experience. To everyone who wants the opportunity to understand both sides of the negotiating table. To everyone who wants to create their negotiation strategy so that both parties are satisfied.

ONLINE

 2x4h

 240€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

LIVE

 2 days

 410€ + VAT

WHAT WILL YOU LEARN

- How to apply the structure of effective negotiations, control the flow of negotiations, ask "intelligent" questions.
- How to recognize the strategies and tactics used by professional buyers.
- Analyzing the sources of power.
- Application of successful negotiation skills through a role-playing exercise.
- Assessing your strengths and weaknesses in order to improve your own negotiation style.

WHAT TO EXPECT

- Insight and better understanding of negotiation skills and specific techniques that help you achieve profitable outcomes in negotiations.
- An opportunity to practice these skills through practical exercises and analysis of situations with the trainer and other participants.



Vladimir Borovnica 

CONFLICT MANAGEMENT

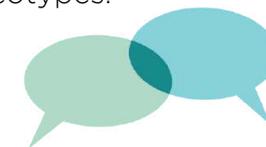
Learn how to resolve conflicts and turn them into unexpected, constructive opportunities.



WHO WILL BENEFIT

To everyone who encounters conflicts in the workplace and wants to improve their skills in successfully resolving such situations.

To everyone who believes that the middle ground does not distinguish understanding from giving in and who wants to break those stereotypes.



ONLINE

 1x2h

 105€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

LIVE

 1 day

 250€ + VAT

WHAT WILL YOU LEARN

- How to preserve the capacity to understand the other party in conflict situations.
- Distinction between understanding and giving in.
- Recognizing different approaches to conflicts and how to choose the appropriate approach in a given situation.
- How to recognize whether the dialogue is going in a constructive or destructive direction and how to direct it towards a constructive solution.

WHAT TO EXPECT

- Better insight into understanding conflicts, as well as why they arise.
- Creating constructive ways to solve them.
- Knowledge of practical techniques and tools for managing conflict situations.
- Practical exercises aimed at making it easier for you to apply these skills in real workplace situations.

Petar Kosovac 
Marina Delić 
Ana Bolbođevski 

CHANGE MENAGMENT



Be a leader of change and make the process easier for everyone who follows you



WHO WILL BENEFIT

To anyone who is facing changes in the business environment and wants to understand how to deal with those challenges, regardless of their current role in the organization.

Anyone who needs a guide to managing the resistance they encounter in the process of implementing change.

ONLINE

 2x2h

 150€ + VAT

LIVE

 1 day

 250€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- Tools and techniques for successfully leading change and how to make it an integral part of your role.
- Basic concepts of change management.
- What is the role of the manager in the context of changes in the organization.
- Changes in communication.
- How to build credibility as a change leader.
- How to recognize and manage resistance to change.

WHAT TO EXPECT

- Diving into personal attitude towards change.
- Practical tools for application in everyday work.
- Confidence to deal with resistance to change.

Nelica Bogunović
i **Nikoleta Đorđević** 

INTERVIEWING SKILLS

Learn the methodology and structure of conducting interviews, as well as the criteria for making the right decisions in the recruitment process.



WHO WILL BENEFIT

HR professionals, recruiters and managers who are responsible for recruitment and candidate selection processes. To all individuals who wish to improve their understanding of competencies and acquire effective interviewing skills. Organizations striving to improve their HR processes, including recruitment, selection and employee development.

ONLINE

LIVE

 2x3.5h

 1.5 days

 190€ + VAT

 330€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- Understanding of corporate standards and employment principles.
- Effective questioning and competency-based interviewing (CBI) techniques.
- Developing the skills of active listening, non-verbal communication and evaluating the candidate's answers, while avoiding the typical mistakes that interviewers often make.
- Application of the STAR model.

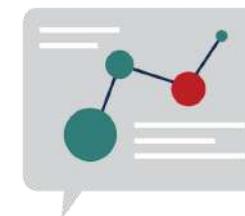
WHAT TO EXPECT

- Practical exercises aimed at learning the theory in real situations on the spot.
- You will get the opportunity for additional support and feedback from our consultants.
- A guide to non-verbal communication.

Petar Kosovac 

PRESENTATION SKILLS

Master the skills with which you will hold any audience in the palm of your hand while presenting.



WHO WILL BENEFIT

For anyone who wants to improve their presentation skills and create convincing presentations in front of a variety of audiences, including co-workers, managers and clients. Anyone who needs to present, regardless of experience and position.

ONLINE

 2x2h

 190€ + VAT

LIVE

 2 days

 410€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- How to set clear goals for your presentation, structure it according to the type of audience and capture attention right from the start through the useful tools of great speakers (voice, body language, words).
- How to overcome stage fright.
- How to hold virtual (online) presentations and encourage participant interaction.
- How to inspire and engage your audience.
- How to effectively conclude a presentation and answer challenging questions.

WHAT TO EXPECT

- Inspiration to transform your ideas into "igniting" presentations, improve your presence, credibility and authenticity.
- Practice presenting in a supportive environment with helpful feedback and guidance.
- Confidence backed by the skills mastered by good speakers.

Snežana Isaković 

EFFECTIVE COMMUNICATION

Master this skill and you'll be amazed at what your words can do for your effectiveness, integrity, and relationships.



WHO WILL BENEFIT

To anyone who wants to improve their communication skills both in a personal and professional context, regardless of your current position or sector.

To anyone who finds it important to prevent confusion in communication and set clear frameworks on which everyone agrees.

ONLINE

LIVE

 1x3h

 1 day

 120€ + VAT

 250€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

WHAT TO EXPECT

- Key aspects of effective communication.
- Understanding the other interlocutors and active listening.
- Application of the KOR model of communication.
- How to set boundaries and say "no" in a way that preserves relationships

- Simulation of problem situations that concern both everyday communication and communication in a not so pleasant environment.
- Testing effective communication techniques until you find your formula for success.
- Enriched perception of building and nurturing interpersonal relationships.

Boris Bočvarski 

PROJECT MANAGEMENT



Manage complex projects more efficiently, with better collaboration, fewer resources and less risk.



WHO WILL BENEFIT

Everyone who runs projects but needs support to optimize them. Anyone who wants to learn how to adequately and effectively set goals and plan the course of action of how a project will unfold.

ONLINE

LIVE

 4x2h

 2 days

 290€ + VAT

 410€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

WHAT TO EXPECT

- How to recognize the business need for a project.
- Project initiation, planning and management.
- How to create goals, define the scope of work, plan resources, monitor and control project progress at each stage.
- How to manage stakeholders and create project teams.

- Interaction, interaction, interaction.
- Live simulation of a project through several basic phases.
- Ability to analyze stakeholders, plan time and resources, budget, manage risks and control the project.



Eva Velimirović 

RESILIENCE

Develop resilience against negative circumstances that cause you stress by using specific techniques you can use every day.



WHO WILL BENEFIT

To everyone who faces extended periods of major change, increased workload, changes in the way of working, private burdens and constant uncertainty. Everyone who needs to develop this key competence in order to overcome stress and maintain mental health.

ONLINE

LIVE

 1x2h

 1 day

 105€ + VAT

 250€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- How to maintain optimism grounded in reality during uncertain, stressful and burdensome times.
- Spotting constructive opportunities in challenging circumstances.
- How to develop and maintain a "Growth Mindset"

WHAT TO EXPECT

- Insight and better understanding of the concept of resilience.
- Specific techniques and skills to help you develop resilience.
- How to focus on maintaining your goals and values despite adverse events that may befall you.



Vladimir Borovnica 

STRESS MANAGEMENT

Learn to neutralize the harmful aspects of stress and stay composed and focused for the moments that matter to you.

WHO WILL BENEFIT

To organizations and employees, regardless of the position or sector they belong to, who want to preserve their mental well-being and team spirit.

ONLINE

LIVE

 1x2h

 1 day

 105€ + VAT

 250€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- The concept of stress, its impact on your functioning and health.
- How to change the perception of stressful situations, develop a constructive approach to problems and better manage your emotions.
- Specific tools for better control of stress reactions, how to protect yourself and preserve relationships with other people.

WHAT TO EXPECT

- Excellent, useful examples from both business and personal life.
- A minimum of 5 techniques that will help you deal with situations that cause stress more easily and relaxed.
- Feeling confident to deal with stressors.
- The skill of drawing boundaries and maintaining mental health while nurturing healthy relationships.



Boris Bočvarski 

INFLUENCING SKILLS

Make your ideas and initiatives come to life, even when you have no formal authority over stakeholders.



WHO WILL BENEFIT

Anyone who needs to influence a variety of associates, including colleagues, managers, and clients. Regardless of your current position, this training helps you achieve your negotiation goals, maintain constructive relationships, and motivate others to cooperate.

ONLINE

 2x2h

 150€ + VAT

LIVE

 2 days

 410€ + VAT

Follow-up material after the training

CONTACT: trening@tacktmiglobal.com

WHAT WILL YOU LEARN

- Different influencing strategies, effective communication techniques to achieve your goals.
- How to ask powerful questions that open new doors.
- "The funnel of influence".
- How to strategically prepare to sell an idea.

WHAT TO EXPECT

- Practical tools to achieve your goals from any position.
- A better understanding of communication in order to maintain constructive relationships and motivate colleagues for successful cooperation.
- How to create the ideal buy-in for any associate.



THE SIGNIFICANCE OF THE PROGRAM FOR YOU



The company Gi Group has been an authorized distributor of Thomas assessment instruments for the territory of Serbia, Montenegro and Croatia since 2004. The Thomas International system is a set of instruments that make up questionnaires for the assessment of competences:

- DISC instruments for assessing behavior in the work environment - Personal profile analysis, Job analysis, Team culture analysis (PPA)
- Test of emotional intelligence as a personality trait (TEIQue)
- Personality test for assessing leadership potential (HPTI)

Nelica Bogunović i Melina Knežević

THOMAS CERTIFICATION PROGRAM

Instrument	LIVE	ONLINE	CENA
PPA	/	2x4h	1300€+ VAT
TEIQue	/	2x4h	1300€+ VAT
HPTI	6 h	2x2.5h	900€+ VAT

CONTACT: trening@tacktmiglobal.com

Based on these instruments, it is possible to create more than 20 reports that help you systematically and professionally approach the selection of candidates, analysis of job requirements, training and development of employees, assessment of competence and potential of employees, as well as people management.

The experience of our clients has shown that these instruments are most useful for managers in the processes of motivating and stimulating employees in their work environment, as well as helping them to encourage self-confidence, enthusiasm and the level of engagement among employees.

Among the clients who use Thomas instruments in Serbia and Croatia are companies such as: Delhaize, Fiat, Ingram Micro, Dr. Oetker, SPAR, CMA CGA, Yettel, Valjaonica bakra Sevojno, Hemofarm, Phoenix Pharma, Strabag, Wiener Staedtische Osiguranje and others.

TRAINING TOPICS:

Thomas PPA

(personal profile analysis and job analysis instruments):

- DISC theory and terminology
- PPA - profile interpretation
- Job analysis
- Application of DISC instruments in the process of recruitment and selection
- Application of DISC instruments in the process of employee development
- Giving feedback

Thomas TEIQue

(Emotional intelligence test as a personality trait):

- Defining emotional intelligence - K.V. Petrides
- TEIQue personality traits
- Understanding and Interpreting TEIQue Results
- Application of TEIQue in the process of employee development
- Giving feedback

Thomas HPTI

(Leadership assessment test):

- Defining high potential
- Theories of personality - the "Big 5" model and the HPTI personality theory
- Optimality model - what determines leadership potential
- Understanding and interpreting HPTI results
- Application of HPTI in the process of candidate selection and employee development
- Giving feedback



Dates for 2024.

28|29 FEB 27|28 MAR 24|25 APR 29|30 MAJ 13|14 JUN



25|26 SEP 30|31 OKT 27|28 NOV 17|18 DEC





TRAINER BIOGRAPHIES



Eva Velimirović

Eva, a consultant and trainer since 2013, has accumulated 20 years of professional experience in various fields. 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 such. 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..



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 potential 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.



Petar Kosovac

Petar Kosovac, associate of the Tack TMI training team, corporate trainer and coach with rich global business experience, has up until recently been 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 skills in England, Sweden, Norway, Austria, Greece, Bulgaria, Malaysia, Pakistan, Myanmar, Thailand and many more. 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.



Marina Delić

Marina is a certified Tack TMI master trainer and facilitator of group processes. During more than ten years of consulting experience, her focus is the design of programs that support people's development with reference to the real business context and company goals, and the execution of development projects with prolonged learning effects and behavioral changes.

She specializes in the topics of interpersonal and systemic relationships within organizations, influencing, development of mentoring skills of managers, innovative and strategic business and planning, and the topic of changes in teams. In her portfolio, she has conducted over 700 sessions, both training programs in the mentioned areas, and specially designed sessions aimed at team problem solving, team coaching and innovative thinking. In addition to the roles of consultant and facilitator, Marina's current position is Head of L&D at Tack TMI Serbia, Montenegro and Croatia.



Veselin Vasiljković

Veselin has been part of the Tack TMI training team since 2010, and currently holds the position of Head of Innovation and Business Development. Today, he successfully uses his many years of experience in working with various industries and organizations in Serbia and abroad, as well as on various projects with both existing and new clients.

Some of the topics he deals with are: strategic workshops, development and promotion of company values, creative problem solving, culture of innovation, development of coaching culture, teamwork, change management and successfully implements them both live and online.

With its comprehensive approach, combined with thorough knowledge of the market, trends and different company cultures, Veselin creates unique and customized experiences for our clients. He is passionate about understanding needs and finding the right, smart and fun solution for each client.



Viktor Haimov

Experienced and talented Viktor Haimov, whose passion is helping people create a life filled with values they care about (relationships, career, personal leadership, balancing work and personal life), has 24 years of experience as a coach and consultant. Victor works in partnership with organizations from various industries who want to build and reshape leadership culture and potential and achieve higher levels of participation, empowerment, agility and continuous improvement.

Victor's portfolio is rich and, apart from well-known Swiss brands, also includes organizations such as PepsiCo, Nespresso, Vinted, Netcetera, IKEA, Mondelez, JTI, Microsoft. In recent years, he has specialized in the development of coaching culture, emotionally intelligent leadership and the development of relationships in organizations. He lives and works in Bern.



Aleksandra Stefanović

Aleksandra Stefanović is a business coach and mentor focused on the development of one of the most important leadership skills - working with people. Therefore, she specializes in topics such as: wise leadership, team cooperation, team players, talent management, leadership brand, emotional agility. As a consultant, she helps organizations set up meaningful people-oriented processes that ensure that leaders and employees better hear, see and understand each other. Previously, she had worked for 25 years in several regional and international corporations, the last 15 of which her focus was on strategic development of employees. She designed curricula for several internal academies for the development of leadership skills, as well as numerous development programs for the achievement of specific company goals. Experience in top management positions and work on complex corporate projects allow her to accurately recognize the needs of clients and provide them with practical and pragmatic tools for people development.



Snežana Isaković

Snežana, a sociologist, began her training career working in the nongovernmental 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 methodology, 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.



Boris Bočvarski

Boris Bočvarski, a Tack TMI external trainer, has been developing and conducting training programs for over five years on topics such as: time management, project management, analytical thinking and the decision-making process, risk management, change management, team facilitation, performance management and feedback skills. In his previous work, he created several training courses and training curricula, as well as a program for the development of managers within the company Generali osiguranje. Boris's coaching work and trainings are based on many years of work as a project manager and consultant on designing, implementing and monitoring projects. He further improved his managerial experience as a portfolio manager of the international SOS Children's Village Foundation, where he was responsible for securing financial resources through project applications, communication with investors and monitoring all projects within the organization.



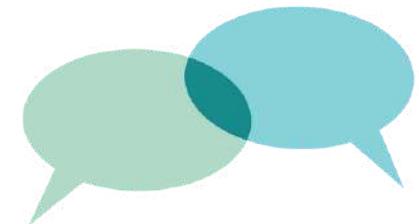
Ana Delić

Ana Delić, an economist with 15 years of experience in sales management in the telecom industry, has been a member of the Tack TMI training team (part of the Gi Group) since 2016. 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.



Đorđe Milošević

Đorđe Milošević, an 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





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



Melina Knežević

Melina has many years of experience in various industries - in the fields of HR consulting, publishing and communications. She is especially focused on competence assessments, employee development and coaching. Melina is an expert in the fields of psychotherapy and psychological counseling, with significant experience in providing support and developing different categories of clients. She is part of the Tack TMI consulting team leading projects focused on understanding client needs, creating development plans for teams and individuals, as well as competency assessments and competency model development. Melina graduated in psychology from the Faculty of Philosophy of the University of Belgrade. She is a licensed trainer for the Thomas PPA certification training.



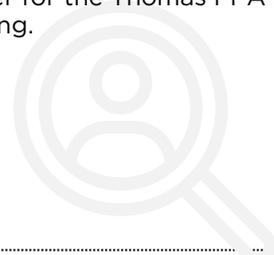
Nikoleta Đorđević

Nikoleta Đorđević has been part of the Gi Group team since 2020 and works as a consultant in the field of recruitment and selection. Her experience is based on evaluating and selecting candidates from the lowest operational to the highest managerial positions. Just some of the areas covered are manufacturing, finance, engineering, administration, as well as many others. She is a graduate psychologist and NLP trainer and actively participates in assessment center projects. She is a certified practitioner of Thomas PPA and HPTI tests.



Ana Bolbođevski

Ana has been dealing with communications for more than 25 years, and she gained experience in PR and advertising agencies through work with clients from various industries, as well as in multinational companies. She is a specialist in strategic communication, integrated campaigns, reputation management and crisis management. In addition to start-up and change management experience, she also has experience in the processes of mergers and acquisitions of companies. She participated in numerous projects from the sphere of PR and integrated marketing communications that won professional recognition and awards. After taking care of clients from the FMCG, banking and IT sectors in renowned agencies, she was part of the company A1 Serbia for more than 13 years, leading the communication teams in Ljubljana and Belgrade. She is currently the director of communications at Belgrade Airport, a member of the French VINCI Airports group, which manages Belgrade Nikola Tesla Airport.



ADDITIONAL TRAINING TOPICS WITHIN THE OTP

Contact us if you need to organize a group for one of the additional topics.
To open a new group, a **minimum of five participants** is required.



Building healthy habits



Fixed and growth mindset



(Re)Organize yourself - care, focus, efficiency



Mindfulness



Emotional intelligence



Self-confidence and self-motivation



Work-life balance



Storytelling

ADDITIONAL TRAINING TOPICS WITHIN THE OTP

Contact us if you need to organize a group for one of the additional topics.
To open a new group, a **minimum of five participants** is required.



Design thinking



Manage effective meetings



A new dimension of feedback



Business Simulation
- Team efficiency
and key success factors



Managing hybrid teams



Basics of the salary and benefits system

*2 participants are enough to form a group



Safety as a lifestyle



Sales skills

ADDITIONAL TRAINING TOPICS WITHIN THE OTP

Contact us if you need to organize a group for one of the additional topics.
To open a new group, a **minimum of five participants** is required.



Facilitation skills



Taking initiative and
personal
responsibility



Agile project
management

*3 participants are enough to form a
group



The Art of Project
Management

*3 participants are enough to form a
group