

Liviu CONSTANTIN

Chief Transformation Officer

<p>Contact</p> <p>Aleea Tripoli no 2, Bucharest. Romania +40.752.280.910 liviu@constantinnovation.ro</p>	<p>Area of expertise</p> <p>Passionate about leading change at individual and organizational level with 20+ years of experience in change management and strategic planning. Excellent ability to influence people towards a common vision and to inspire them to grow.</p>
<p>Education</p> <p>1991 - 1996 Bachelor degree in Economics Academy of Economic Studies International Economic Relations Bucharest Romania</p> <p>09/2001 - 03/2002 Strategic Planning and Resource Management Monterey USA</p>	<p>Experience</p> <p>10/2019 - present CONSTANT INNOVATION Chief Transformation Officer</p> <ul style="list-style-type: none"> • Diagnosed the way the company creates and delivers value and identified key changes for improving the business model • Ensured clarity in the action plan and removed obstacles to maximize employees' adoption of change • Coached the new CEO in managing the transformation process <p>09/2014 - 09/2019 AFCON ELECTRA ROMANIA Chief Executive Officer (2014-2016) Vice President (2016-2019)</p> <ul style="list-style-type: none"> • Elaborated the change strategy to enable the transformation from a "Project Company" to a "Contractor" • Executed the change plans, which resulted in increasing the turnover from 5 million € in 2014 to 20 million € in 2019 • Coached managers and employees in the transition process <p>10/2012 - 08/2014 ART ELECTRIC SOLUTION Chief Commercial Officer</p> <ul style="list-style-type: none"> • Elaborated and implemented the business strategy • Developed business opportunities and built partnerships • Coordinated the tendering and negotiation processes which resulted in a 30 million € contract with an oil and gas company



11/2006 – 09/2012

UTI SYSTEMS

Chief Operational Officer (08/2010-09/2012)

- Implemented the business development strategy
- Elaborated procedures and defined metrics for improving efficiency
- Supervised the execution of projects worth 20 million € annually

Sales Manager (03/2008 – 07/2010)

- Led the business development department
- Developed new business opportunities
- Managed the tendering process and negotiated contracts, among which a multi-annual 25 million € project for an energy company

Program Manager (11/2006 – 02/2008)

- Coordinated the implementation of projects in 35 sites spread across Romania
- Managed relationships with key clients
- Supervised budgets and cash flow to meet the targets

09/1989 – 10/2006

MINISTRY OF DEFENCE

Head of Strategic Planning

- Participated in the working group for MoD transformation
- Elaborated guidance for defense planning
- Implemented a new Resource Management System

Key skills

Change Management
Strategic Planning
Business Model Redesign
Business Development
Executive Coaching

Training Courses

- **Leadership and executive coaching** (2020), Institute of Coaching
- **Turnaround management** (2019), Turnaround Management Association
- **Change management** (2017), Association of Change Management Professionals

Languages

Romanian – native
English – proficient

References

Eugen Lascu, +40.727.727.825, Thepesia Corporate Advisory
Adrian Dragomir, +40.751.112.112, UTI Group