



**Mihaela Andronic**

**Global Talent Development Director  
Alcatel-Lucent**

Mihaela has more than 15 years experience in organizational and leadership development, consulting and human resource management. She has a Masters in Psychology and started her career in Timisoara, Romania, working in management development consulting where she has designed and delivered training and organizational interventions, as well as provided assessment and coaching services to multinational companies, SME's and NGO's.

Mihaela has gained operational HR experience in the 4 years she has worked as HR Director for Alcatel Romania where she had the opportunity to develop the HR function for a fast growing company, and later by managing HR for South-East Europe in Alcatel-Lucent.

Between 2005 and 2007 Mihaela was in charge of managing the global Leadership Development Programs of Alcatel (and later Alcatel-Lucent), when she was also a member of the Alcatel-Lucent merger preparation team. Between 2007 and 2009 Mihaela held senior HR Business Partner roles at global and EMEA levels. Mihaela is currently in charge of the global strategy, policies and practices in the field of Talent Development.

Mihaela has lived and worked in Romania, France and Belgium. She is certified in a variety of assessment and development tools, such as 360° feedback, development centre coach (PDI Germany and France), Learning Agility assessment (Choices, by Korn Ferry US), LIFO method (European Development Systems, UK). She has also followed extensive training in Transactional Analysis in Romania, Hungary and the UK.

Between 1997 and 2003 Mihaela has delivered seminars and courses on psychology and human resources management at the West University of Timisoara. Since 2007 she speaks yearly at the International MBA program of IAE Aix-en-Provence (France), run by prof. Pierre Casse.

Mihaela, her husband Nicu and son Andrei live in Antwerp, Belgium since 2007. In her spare time Mihaela enjoys music, biking, cinema and doing community work within the Board of Directors of the Antwerp International School.

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