

CURRICULUM VITAE

Proposed role in the project: **Key expert 1 – Change Management expert**

1. **Family name:** Vukanić
 2. **First names:** Zvezdan
 [Redacted]
 5. **Education:**

Institution (date from-to)	Degree(s) or Diploma(s) obtained
SDA Bocconi, Bocconi University, Milan Italy 1989-1990	MBA – Master specialization in marketing
Faculty of Philosophy, Sociology, University of Belgrade 1983 - 1987	Bachelor in Sociology

6. Language skills: (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Serbian	Mother tongue		
Italian	1	1	1
English	1	1	1
Russian	5	5	5
French	5	5	5

7. Membership of professional bodies: N/A

8. Other skills:

SOCIAL SKILLS AND COMPETENCES: Sport active, active listening, effective communication and interpersonal skills, leadership, management and problem solving, transferable and education skills, time management and customer service oriented, teamwork, open mindedness, critical thinking, adaptability, empathy, conflict resolution, flexibility, music, art and culture interest

ORGANIZATIONAL SKILLS AND COMPETENCES: Team leader with decision making, project management, task delegation, team communication, leadership, team building, problem solving, research, collaboration with delegating tasks, planning and focus, goal setting, organization, prioritization, relationship management and motivating others

TECHNICAL SKILLS AND COMPETENCES: Microsoft package – Office, PowerPoint, Excel

ARTISTIC SKILLS AND COMPETENCES: Design and art

OTHER SKILLS AND COMPETENCES: Education and mentoring

Collaboration as an educator and lecturer on courses for Mediona Belgrade and SDA Bocconi, Italy for different market clients such as GAZPROM NEFT, Telekom Serbia, Association of Serbian Banks, Serbian Chamber of Commerce, GIZ, Coface, ASSECO, EPS – Electric Power Industry of Serbia, Philip Morris, Nelt, Knjaz Miloš, Samsung

Travel, sport and social networking

Participation as a technical staff in Olympic games

Participation on World Forum of Local Economic Development and DAVOS

9. Present position: External Senior Advisor – KPMG Advisory Milano/Zurich

10. Years within the firm: 11

11. Key qualifications:

Consulting expert managed key client relationships with some of the largest foreign international and domestic companies in Serbia, CEE countries and the Far East as a team leader, participated in negotiations with state ministry about different projects in privatization, joint venture and strategic partnership.

Consulting for private companies in development, business strategy, marketing strategy, creating business opportunities and negotiations.

Leading change management team in reconstructing, new development of company strategy and planning, design, creating and implementing the new change in stakeholder ambient, organizing and lecturing courses and training for clients, due diligence and market research, business analytics and change management strategy solutions

12. Specific experience in the region:

Country	Date from	Date to
Italy	1990	today
Slovenia	2013	today
Serbia	2001	today
Croatia	2013	2020
BiH	2018	2019
Romania	2013	today
Austria	2018	today
Poland	2015	today

13. Professional experience (selection of relevant projects):

Date from	Date to	Total of w. days	Location	Company & reference person	Position	Description
May 2013	On-going	2000	CEE countries	KPMG Advisory Roberto Giovannini, partner, Head of Consumer and Industrial Markets [REDACTED]	External senior advisor / Team Leader	Consulting expert managed key client's relationships with some of the largest foreign international and domestic companies in Serbia, CEE countries and Far East. As a Team Leader he has participated in negotiations with state ministries regarding various projects in privatization, joint venture, and strategic partnership. Consulting for private companies in development, business strategy, marketing strategy, creating business opportunities and negotiations. Leading change management team in reconstructing, new development of company strategy and planning, design , creating and implementing the new change in stakeholder ambient, organizing, and lecturing courses and training for clients, due diligence and market research, business analytics and change management solutions
Feb 2014	Sep 2016	300	Serbia, Italy	IREN, Italy , Enrico Pochettino, Head of Innovation and Internationalisation Deloitte Serbia, Partner in Charge [REDACTED]	External senior advisor	Consulting – co-author Development strategy for the period 2015-2025, with projections until 2035 Team member and co-author of strategy in change management process of PUC Beogradske elektrane
Feb 2013	Dec 2017	900	Serbia	NIS GAZPRONEFT Kiril Kravčenko [REDACTED]	Member of scientific technical advisory board to GM	Advisory for business development and strategy, change management and education for sales force team, adapt a new change activity with change management scenarios , training, and monitoring sales force teams with a new strategy.
Mar 2012	Apr 2021	600	Serbia, Slovenia, Austria, Germany, Ireland	COMTRADE VOYAGO Vladan Atanasijević [REDACTED]	External senior advisor	Consulting for business development in DAH countries, change management in strategy development of company : research, training, lecturing, organizing new form of strategic and sales teams, creating a new job role and adopting for new organization with transfer of knowledge, benchmarks, and know-how.
Jan 2012	Sep 2014	100	Italy, Serbia, BIH, Montenegro	ASSECO Igor Brnabić [REDACTED]	External senior advisor	Business strategy and development for Balkan countries, marketing and communication training, creating a new business pillar for company development, creating and implementing change management strategy .
May 2005	Apr 2012	2000	Italy, Luxembourg, Slovenia, Serbia	Trust Board Associate	General manager	Development of new business forms in telecommunication sector, creating and implementing different change management forms within the context of culture, employee, and stakeholder engagement.
Apr 2001	Sep 2005	800	Serbia	Bain USA , Beoconex Miodrag Tatarević [REDACTED]	Consultant	Due diligence with privatization subject and Ministry of Finance Serbia & Agency for privatization of Serbia, graphic design and creation of company profiles and promo materials, marketing strategy, change management transformation of subjects in privatization .

Total	6700	
--------------	-------------	--

14. Other relevant information (e.g., Publications, Conferences):

Consulting, business development, marketing, advertising, corporate communication, media and tv rights, sports marketing, PR activities, sales promotion for different projects and activities: Nike, Gillette, Braun, Hausbradnt, Heineken, Sony, Valvoline, Chupa Chups, Oral b, Benetton, Froot of the loom, DHL, Xerox, Mc donalds, Societe Generale Bank, International Olympic committee, Russian olympic committee, Yugoslav olympic committee, Macedonian olympic committee, Yugoslav football federation, Serbian football federation, Ministry of culture (Biennale Venice), Montenegro agency for reconstructing and privatization, Serbian agency of privatization, Michelin, Philippe Morris, Telenor, Veolia water solution, IREN, Gazpromneft, Caran d'ache, Longines, Eterna, Victorinox, Wenger, Langenthal, Nespresso, Girard Peregaux, Breitling, Swatch, Reuge Music, Hysek, Revue Thomen, AIWA, Samsung, Embassy group, City of Turin, Blue green dream cee, ASSECO poland, 360 comtrade voyago, IATA (international air transport association), SCl piemonte (Torino), Lombardia informatica (Milan), GPI (Trento), Venicecom (Venzia)