

Mihail MUSAT

Founder of Lume Buna. Author of the book "Eu cine sunt?". Life-Coach.

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Summary

My professional experience comes mainly from the following organisations:

1. AIESEC (NGO)
2. Nestle Romania
3. OpenLink Networks
4. RDS & RCS Communications
5. RTC Holding
6. Hostway Corporation
7. Lume Buna (NGO)
8. New Horizons Foundation (NGO)

Specialties

- Training
 - Life-Coaching
 - Project Management
-

Experience

Author of the Book at "Eu Cine sunt?" - Tritonic Publishing

February 2009 - Present (1 year 1 month)

- carte unica pentru ca nu iti spune „ce sa faci” sau „cum sa faci”.
- carte unica pentru ca personajul principal esti chiar tu.
- carte unica pentru ca actiunea este chiar viata ta.
- carte unica pentru ca te invata cum sa iti pui intrebari, nu doar sa ai raspunsuri.

Mai multe detalii despre carte aici: <http://www.eucinesunt.ro/despre-carte/>

Un PDF cu un Introducerea si primul capitol al cartii aici:

<http://www.eucinesunt.ro/cartea-pdf/>

Founder at Lume Buna

March 2008 - Present (2 years)

Lume Buna's mission is to increase people's awareness on the good things that happen in Romania as well as inspire them to have a positive attitude on their life.

As Founder I focused mainly on these directions ever since I started this NGO:

- Defining & updating the project vision and objectives
- Building up a team of volunteers
- Coaching and Training
- Project management & Coaching
- Knowledge management
- Marketing and Partnerships
- Events management (e.g. First National Free Hugs campaign in Romania)

12 recommendations available upon request

Founder (and Life-Coach) at WhichWay (Incotro?)

March 2006 - Present (4 years)

WhichWay is a continuous personal development project. It applies the principles of Life-Coaching on a group basis level.

Impressions about the project from the participants can be found here:

<http://www.whichway.ro/despre-proiect/>

The details about the project and how can you become part of this project can be found here:

<http://www.whichway.ro/vrei-si-tu/>

15 recommendations available upon request

Internal Consultant - IMPACT clubs at Fundatia Noi Orizonturi/ New Horizons Foundation

October 2008 - December 2008 (3 months)

*Objective:

Improve the communication process among the IMPACT clubs all over the country.

*Accomplishments:

1. Visited all the clubs from Romania (Cluj, Drobeta Turnu Severin, Timisoara, Iasi, Constanta, Slobozia) and met the local leaders and club members
2. Realized a detailed assessment report for each club and city containing information about (mainly based on SWOT analysis):
 - current reality (strengths and challenges of the clubs)
 - opportunities and growth ideas (custom for each club and city)
 - future possible challenges (and how to avoid them)
3. Compiled a final consultancy report which served as input material for the annual and mid term planning (3 years) of the organization regarding the IMPACT clubs development

1 recommendation available upon request

R&D Manager at Hostway Romania

December 2006 - September 2008 (1 year 10 months)

***Objective:**

Coordinate the entire Romanian R&D division activity & active involvement in Hostway's Global R&D team.

***Main direction of the job:**

1. Project management
2. Organizational development
3. Global communication with the other R&D teams as well as the support management teams
4. People development and coaching

17 recommendations available upon request

Project Manager at Hostway Lab

May 2006 - November 2006 (7 months)

***Objective:**

a. PM: Coordinate the Development of the Administration and Management Software solutions for Hostway Research and Development Lab in Romania.

a. - Main tasks:

1. System analysis
2. Design and planning
3. Coordinating and follow-up
4. Training and Team Building

b. Management: Manage the Business Development process of the company.

1 recommendation available upon request

Trainer at HR Consultanta

February 2006 - June 2006 (5 months)

***Responsibilities**

Session development and delivery for the current employees of the RTC Group (the groups itself, as HR Consultanta is part of the RTC Goups has over 3000 employees).

***Main Topic:** MS Excel.

***Main tasks**

- Training needs assesment
- Training materials development
- Trainings delivery
- Training evaluation and follow-up

4 recommendations available upon request

Project Manager at theVault

November 2005 - May 2006 (7 months)

*Objective:

Development of the Management Software Solution for the Administration and Management of an innovative Hosting solution.

*Main tasks:

1. Analyse the current system
2. Design the software solution
3. Plan the development of the project
4. Build the team and implement the project
5. Testing and evaluation of the solution
6. Final Documentation

1 recommendation available upon request

Trainer at RDS & RCS Communications

May 2005 - October 2005 (6 months)

*Responsibilities

Session development and delivery for the current and new employees of the Customer Service Department

*Main Topics:

1. Communication
2. Networking and Internet Infrastructure
3. Telecommunication Infrastructure
4. Company Internet and Telecommunication Services

*Main tasks

- Training needs assesment
- Training materials development
- Trainings delivery
- Training evaluation and follow-up

33 recommendations available upon request

People Development Unit at AIESEC

July 2004 - June 2005 (1 year)

A. Responsibilities

- Human resources materials compilation
- Restructure and Administer an E-Learning HR Community

B. Achievements

- Develop & Implement a New community structure (Pages, Folders and Forums)
- Develop & Implement a Navigation guide for Folders (first of its kind on aiesec.net)

- Develop & Implement the Newsletter template

C. Key Learning points

- Understand how an international virtual team works
- How to focus on solution when you depend on other's work

1 recommendation available upon request

Project Manager at OpenLink Networks

October 2004 - May 2005 (8 months)

*Responsibilities

Develop project offers for the new company clients. Local, national and international offers.

*Key Learning points

- When working with any corporate client you always need to pay maximum attention to its needs
- In the case of any international cooperation the first step to a key successful partnership is an opened, immediate and honest communication

2 recommendations available upon request

Knowledge Manager at Openlink Networks

October 2004 - May 2005 (8 months)

*Responsibilities

Improve the information structure and its flow

*Achievements

- Developed and implemented a complete new structure where any of the files from the company activity can find its place
- Developed a system for Task Management and tracking the working hours

1 recommendation available upon request

Alumni Responsible at AIESEC Bucharest

July 2004 - March 2005 (9 months)

A. Responsibilities

Improve the relationship Alumni - Alumni and AIESEC - Alumni

B. Achievements

- Organised meetings between 5 different generations of Alumni (all from 1996 till 2000)
- Organized an Alumni event within an AIESEC party where I gathered around 100 Alumni
- Designed first AIESEC Alumni String souvenirs in order to increase the ownership to the Network
- Organized the first AIESEC Bucharest New Alumni Ceremony

C. Key Learning points

- If you want to reach a higher number of Alumni you need to identify the key people (poles) that are able to attract other Alumni around them. Alone, contacting people you don't know, is almost impossible to get people together
- Saw the power of the network. Almost 100 people. And this because they contacted each other.

6 recommendations available upon request

Trainer at AIESEC

September 2001 - September 2004 (3 years 1 month)

A. Conferences where I held sessions (trainer/facilitator):

*** 3 times Train The Trainers [Twice in Romania & Once in Belgium] 4 days & 20 people
(co-Conference manager)

*** Local Planning Meeting Timisoara# CHAIRMAN # 5 days & 30 people

*** CPS Romania (Cultural Seminar) - 3 days & 180 people

*** EuroLDS Spain (Leadership Development Seminar) 7 days & 250 delegates

*** National Kick Off Konferenz Germany (Motivation Seminar) 4 days & 200 people

*** Natco I & II Belgium (Motivation & Planning conferences) # 2 days & 50 people [Conference
Manager]

*** Croatian National Conference 19 (Planning & Motivation Seminar) # 4 days & 150 people

*** Over 5 Team Buildings for Team between 10 and 30 people. Sessions between 3 to 6 hours.

B. Key Learning points

- Learn how to prepare a session to answer audience's needs
- Discover how to adapt (on the spot) a session when is needed
- Develop the skills of using at its most the know-how of the audience

15 recommendations available upon request

Trainer at Nestle Romania

April 2004 - August 2004 (5 months)

A. Responsibilities

Improve the way people use MS Office applications (Excel and Power Point) and decrease the support time from the IS department (day by day).

B. Achievements

- The programme have been delivered to Middle and Top Management stuff. At the end of the Training period you could see a 50% decrease on the contacts to the IS Department on MS Excel and MS PowerPoints issues.

1. I made the needs assessment according to a questionnaire designed by me.

2. Held the interviews with all the employees from the Headquarter

3. Centralized the needs assessment and build the training groups

4. Made the training materials

5. Hold the trainings

6. Developed an Interactive Manual

C. Key Learning points

- Session customization (content and delivery method), even in the same organization, or people on the same position, is the key to an effective training investment

3 recommendations available upon request

President at AIESEC Gent

September 2002 - July 2003 (11 months)

A. Responsibilities

Assure the further development of the Local Committee of AIESEC Gent

B. Achievements

- LC Management (Build an LC with a complete 5 people EB from the point where the LC was near to be closed)
- LC Management (Left a successor to build the LC further)
- Alumni Strategy (Contacted over 30 Alumni (going back till 80's). Alumni that lost contact with AIESEC for several years already)
- National Involvement (Trainer at National Conferences, Developed the first step of the next Member Education Cycle)

C. Key Learning points

- Discovered the importance of your inner motivation, dedication and passion towards the things you do
- Find the way to pass over the cultural barriers and have a good relation with the belgian students

3 recommendations available upon request

Human Resources at AIESEC Bucharest

August 2001 - August 2002 (1 year 1 month)

A. Responsibilities

- Recruitment of new members
- People evaluation
- Training

B. Achievements

- Recruited 33 % of the new members (2001 generation), but 75% of the future Top & Middle Management AIESEC Positions
- Performance Evaluation System (Designed the Skills Questionnaire to be used for the next 2 years)
- Performance Evaluation System (Realize the only centralisation & follow-up plan in 2 years time)
- Coaching (Put the bases of the First Coaching System for the Induction Period)

C. Key Learning points

- The importance of a Role Model. Your actions say much more than what you do. Especially in an NGO like AIESEC is
- One system can bring added value to an organization only if is desined so from the beginning. If you wish only to evaluate without following any outcomes, you will just lose time
- In order to be able to conduct an Induction period you need to have very clear objectives and strategies running into your day to day life of the organization

1 recommendation available upon request

Education

Scoala Nationala de Studii Politice si Administrative din Bucuresti

Master, Managerial communication and human resources, 2006 - 2008

Training of Trainers (course organised by Ansit, ANT, MEC)

2005 - 2006

Activities and Societies: Trainer, interpersonal communication

Academia de Studii Economice din Bucuresti

Computers Science and Economics, 1999 - 2006

Cisco Academy

CCNA 1, 2005 - 2005

Activities and Societies: • Computer hardware and software, electricity, networking terminology, networking media and protocols.

- LANs, WANs, OSI model, Ethernet technologies.
- Design and documentation of a basic network and structured cabling.
- Ethernet switching and routing fundamentals.
- TCP/IP Protocol Suite and IP addressing and subnetting.

National College in Computer Science #Tudor Vianu# Bucharest

Computer Science, 1995 - 1999

Honors and Awards

- First place at Business Ethics (National Competition Organized by Junior Achievement Romania)
- First place at Student Company - Best Marketing Strategy Award (European Competition Organized by Junior Achievement Romania)

Interests

Professionally:

- Positive psychology
- People development (life-coaching and training)

Personally:

- Traveling (Romania)
- Basketball
- Mountain trips

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116 people have recommended Mihail

"Mihail is one of the persons that I respect for his courage to be give up a well paid job and follow his dream...a better world through his project Lume Buna. Working with New Horizons Foundation Mihail proved to be a real professional and fully involved in the project he is working on. Mihail has great skills in management and leadership, with an open mind to feedback and always open to suggestions."

— **Diana Olivia Certan**, *Chief Operation Officer and Board Member, Fundatia Noi Orizonturi/ New Horizons Foundation*, managed Mihail at Fundatia Noi Orizonturi/ New Horizons Foundation

"Mihail Musat este o persoana cu adevarat pasionata de ceea ce face si orientata catre ajutarea celorlalti. Proiectele pe care le desfasoara sunt o sursa de inspiratie si un mare sprijin pentru cei ce doresc sa se descopere si sa vada binele existent in jur. Proiectul Lume Buna, impreuna cu intalnirile cu Mihail si cartea "Eu cine sunt?" au avut un mare impact asupra mea si pot spune ca mi-au schimbat viziunea asupra lumii si, implicit, existenta. Prin astfel de initiative si de persoane lumea poate cu adevarat sa devina locul mai bun pe care ni-l dorim."

— **Cristina Apopei**, *Account Manager, AIESEC Bucuresti*, was with another company when working with Mihail at Lume Buna

"Mihail pentru mine este mai mult decat un model.Rar mi-a fost dat sa vad un astfel de om care pune atata pasiune si dedicare in tot ceea ce face.Toate proiectele pe care le-a sustinut sau le desfasoara il reprezinta pe deplin si reflecta un om minunat.Este puneta de legatura intre multi tineri valorosi si lumina care ii inspira si-i provoaca sa fie proactivi fapt pus in evidenta de proiectul "Incotro".Ca si coordonator al Lume Buna.ro este cel care a adus o infuzie de speranta si incredere in a vedea lucrurile frumoase din jurul nostru si de a le aprecia frumusetea.A reusit sa mobilizeze o multime de tineri care au pus la fel de mult suflet in cele 2 editii "Imbratisari gratuite" si cu care a impartasit zambete si bucurie. Mihail este omul in care mustesc idei geniale si de fiecare data iti da impresia ca poate gasi solutia pentru orice provocare.Pe langa un coodonator, un trainer,un om si un prieten minunat este si un mentor desavarsit.O vreme buna am urmat un program de personal coaching cu el care mi-a deschis ochii spre lucrurile frumoase pe care la traiesc acum si oportunitatile pe care le-am fructificat.O realizare semnificativa cu impact major asupra cititorilor constiinciosi este cartea lui "Eu cine sunt?" care cu siguranta este mai mult decat o carte. Iti multumesc Mihail!"

— **Anca Cristache**, *Student, Academia de Studii Economice din Bucuresti*, worked directly with Mihail at Lume Buna

"Mihail is very passionate in his work and, also, a good thinker. His initiatives are bringing enthusiasm in others and he is generating ideas with good impact on the society. Mihail can be a great social entrepreneur."

— **Bulent Duagi**, *HR Manager, Volunteers for Ideas and Projects*, was with another company when working with Mihail at Lume Buna

"As a PM, Mihai never fails to recognize and promote good ideas coming from his team; he keeps everyone happy and motivated. Nevertheless, he delivers on time and over expectations."

— **Cristian George Strat**, *Software Engineer, Hostway Romania*, reported to Mihail at OpenLink Networks

"Infinite passion, dedication, help and love for others. Three of the exceptional qualities from the genius of Mihail. If you want to feel how it is to discover your best potential, you must meet Mihail. He is the best person I know that can make you feel you can do anything. He made Lume Buna become a point of reference for many volunteers offline and online to bring their ideas, to develop and to transform the world into a better place. All these were possible because other quality of Mihail is the ability to take an idea and make it happen. Simply and efficient, with excellence and making everyone involved to evolve and to learn from every experience."

— **Lucian Ghinda**, *Volunteer, Lume Buna*, worked directly with Mihail at Lume Buna

"Mihail is a very dedicated person and he puts all his heart in his projects. He tries to get people in connection with their innerselves and he makes people smile through his projects."

— **Laura Sivu**, *Alumni Relations Manager, AIESEC Romania*, worked with Mihail at LumeBuna.ro

"Lumea in care traim ne supune permanent unor provocari. Noi suntem cei care decidem daca le transformam in idei si vise, pe care ulterior le punem intr-o forma practica sau, dimpotriva, le abandonam in negura cotidianului. Lumea in care traiesc este o lume colorata la fel ca si mine. Este lumea in care singura constanta este schimbarea. In acelasi timp este lumea pe care eu visez sa o schimb intr-una mai buna. Iar acest gand constant, ideal si acest mod de viata m-a ajutat sa ma apropiu de omuleti care vibreaza cu mine la acelasi principii. Lumbuna.ro reprezinta, dincolo de o platforma utila de interactiune si informare a tinerilor si ong-urilor care activeaza in plan civil, o noua forma alternativa de a trai, de a impartasi cu ceilalti lucruri frumoase, care ne fac sa zambim, care aduc plus valoare in viata noastra si care ne inspira. Mihail e exemplul cel mai elocvent al omului nou, saturat de mult prea mercantilizata societate in care traim si care, intr-o maniera absolut fabuloasa, a decis sa se intoarca la baza, la lucrurile simple care ne definesc in fapt existenta. Sunt convinsa ca lumbuna.ro va deveni in scurt timp un puternic exemplu de buna

practica ce va prinde contur si va fi replicat inclusiv la nivelul comunitatilor mai mici, pentru ca este modul in care noi insine vom construi durabil si sustenabil lumea in care traim, alaturi de oameni frumosi care fac pasi in acest sens."

— **Alexandra Martin**, *PR Director, Printo Group*, was with another company when working with Mihail at LumeBuna.ro

"Mihai e unul din oamenii pe care ii admir pentru curaj si implicarea de care da dovada cand se implica intr-un proiect in care crede cu adevarat. Un tip calm si calculat, in care simti din prima ca poti avea incredere :)"

— **Auras Geambasu**, *Online Guerilla Manager, 3ner.ro Portal de Traininguri*, worked directly with Mihail at LumeBuna.ro

"There is a must for all the volunteers to be involved in their projects. But I never met someone so passionate about his or her work as Mihai is! I started collaborating with him while working for "The Light Festival" in 2008. Not only did he helped us with the publicity through Lumbuna.ro, but he also offered us new and useful ideas for the event's success. He likes to be in touch with everything that's new. I think that this is one of the secret of his projects' success. I sometimes ask myself "Where does he get those ideas?". His projects are so innovative and, maybe more important, they all have a positive impact on our society! Looking forward to hear about Mihai's new achievements!"

— **Iulia Gus**, *Media Coordinatiator, National Scout Association*, was with another company when working with Mihail at LumeBuna.ro

"I met Mihail almost one year ago at a youth forum and had the pleasure to be involved in one of his best initiatives: the national Free Hugs campaign. In this context, I interacted with him as local coordinator of this initiative. As well, he has supported my organization's initiatives whenever we needed. Although we didn't work closely together, my different interactions with him enabled me grasp bits of his personality. One distinctive feature that stuck to my mind is Mihail's laid-back, serene and positive view on life that makes you enjoy collaborating with him. This approach infuses you with calmness, optimism and energy. He's not the type only working to work, but invests belief in his every endeavor, which makes people around him believe too in that particular idea or project. Such commitment is truly inspirational. He's in my view one of those "rare birds" nowadays, still trusting in our power to create a better world. Still, not the kind of individual daydreaming of an Utopian world, but the type really determined and able to change something. And well, LumeBuna.ro is just the result of that ! I congratulate Mihail for all he's accomplished so far and for the strength of his ideals. For me encountering people whose minds and hearts have not yet been corrupted by this world..is a true blessing ! If Romania's youth needs leaders (and it does), Mihail is surely one worth following."

— **Rimona Afana**, *President, Association for European Integration QUIZ*, worked with Mihail at LumeBuna.ro

"Mihail is a very structured and passionate person. He invests a lot in those things he likes. He has a very defined set of values which drive him to do projects and activities that have a positive impact in society. Mihail also has great leadership and management skills. He can motivate and energize people. It was an honor to work with him at the "FREE HUGS" campaign of lumbuna.ro , a project which had a great impact and mobilized a lot of volunteers."

— **Szilard Kacso**, *Project Management Team Leader, AIESEC Cluj Napoca*, worked directly with Mihail at LumeBuna.ro

"Mihail's passion and driving effort are contagious. He takes ideas and he becomes the force behind them until their completion. He shows flexibility in his management and a taste for nonconformity. His honesty and commitment are by far his best advantages. I highly recommend him for a business partner, project collaborator or manager and a valuable friend."

— **Andrei Decu**, *Online PR Coordinator, Link Education And Practice*, was with another company when working with Mihail at LumeBuna.ro

"Mihail cares about people. He is a true inspirational leader for me and I'm sure for a lot other people. He can manage easily big projects."

— **David Nagy**, *Project Manager, LumeBuna.ro*, worked directly with Mihail at LumeBuna.ro

"Mihail sees the beauty of life everywhere around him: people, nature, music, flowers, projects, ideas...PEOPLE AGAIN! One day I asked him "What do you do that no matter what you touch becomes gold?"...and he said "Everything is gold". And gold doesn't mean money or fortune, but beauty, success, achievements, friendship, VALUE. If everybody would see the world as beautiful as you see it, it would be a better world. Good luck with LumeBuna."

— **Alina Violeta Tanase**, *Customer Care Trainer, CALLBRIDGE (Trustul REALITATEA & CATAVENCU)*, was with another company when working with Mihail at Whichway.ro

"Mihail is a true inspirational leader, although very young. He launched a website with exclusive positive news, www.lumbuna.ro, from where he and his team spread good thoughts to all Romanians all over the world. This young man should be supported every way possible in order to motivate him accomplish his goal: a better generation of leaders in Romania! I highly recommend him as a mentor, coach and leader for young teams of enthusiastic and ambitious people!"

— **Mariana Duma**, *General Manager, ALBERA*, was with another company when working with Mihail at Freelancer

"I worked with Mihail on several projects and product launches. Working with a remote development team is always a challenge however it was a true pleasure to work with Mihail's group over the years. Mihail and his developers always consistently went above and beyond in their communication and also the quality of their work. This is a testament to Mihail's management and

leadership skills."

— **David Duke**, *Product Manager, Hostway Canada*, worked with Mihail at Hostway Romania

"First of all, Mihail is for me a friend, who always understands my problems. When I come to him regarding an issue, after we discuss it, I always leave contented. He is a great manager, from whom you can learn a lot. An impressive quality he has, is that he often explains why he took a decision. Another quality I appreciate at Mihail is the ability to give feedback."

— **Cosmin Sasalovici**, *Software Developer, Hostway Corporation*, reported to Mihail at Hostway Romania

"Even though I haven't met Mihail in a conventional business environment, he has managed to offer me a "life-coaching" experience that had a great influence on my following decisions and personal development. His positive way of thinking, proactive spirit, interest in helping others and his talent for being a trainer have made Mihail a true role-model for me."

— **Ina Teodora Negoita**, *Special Pricing Specialist, Hewlett-Packard Financial Services*, was with another company when working with Mihail at Freelancer

"I associate Mihail with the torch carrier. He takes the challenge, passes it forward, creates the team and guides it to the finish line. I knew too little about him before and I am grateful to keep on discovering him these days. Mihail CARES about everything that he interacts with, puts his heart on the table for the project he believes in and lives it as integrated part of his life. One of a kind !"

— **Diana Stoleru**, *Channel Manager SE Asia, BitDefender*, was with another company when working with Mihail at Hostway Romania

"Mihail is an open minded person, always open to new suggestions. He always has a constructive and proactive attitude and tries to inspire the same attitude to the rest of us. He acts more like a friend and colleague than as a conventional manager, and this is a good thing, because it helps to maintain a relaxed work environment."

— **Ciprian Iamandi**, *Software Developer, Hostway*, reported to Mihail at Hostway Romania

"To manage mainly means to plan, to get the best people as a team and to lead them in achieving a common goal. Most people know Mihail does a good job, but I know Mihail not only as a manager, but as a friend, too. He really does have a way of talking to people, get them acknowledge and overcome their problems. He is a good listener and great adviser. You can tell the minute you meet him that you are dealing with a special person."

— **Silviu Scutariu**, *Software Development Engineer - R&D Laboratory Bucharest, Hostway Romania*, worked indirectly for Mihail at Hostway Romania

"Mihail is a self-motivated "go-getter". He doesn't believe in waiting around for things to happen. He

will initiate the needed action that no one else wants to do and get the job done. I have personally seen this on several occasions when working with him. In addition, he strongly believes in following process and creating new ones when needed."

— **Shafeeg Karadsheh**, *Corporate Development Manager, Hostway Corporate*, worked with Mihail at Hostway Romania

"Mihail impressed me since our first meeting. I remember him presenting his ideas, his plans and how impressed I was by his enthusiasm and determination. I had never met before such a motivated, proactive and eager to learn person. He is a "life coach", very good at motivating you to perform at your best, helping you to find inside yourself the means towards evolving. He is constantly improving, transforming everything that life has to offer him in an opportunity to evolve. Everything he does involves passion and the belief that in pursuing your dreams only the sky is the limit. For me he is an inspiration and I believe he is that kind of man you feel lucky to have met and have had the possibility to learn from."

— **Anca Priscila Bilbie**, *News Editor, Lumbuna.ro*, worked directly with Mihail at Freelancer

"I have met Mihail when my life needed some changes. The picture didn't have to be huge to see from the beginning that he plans to set important steps towards the change i needed. I can not say that Mihail was just a Trainer, a Coacher or a Mentor, for in the time spent with / around him he explored all of the capabilities from the above mentioned types of Personal Development skills. He is more than a friend, for he can be the right man at the right time in someone's life. His proactive attitude, his ways of thinking, his beliefs, his strong commitment to his work had lead me to strongly underline the fact that Mihail is a great man! I would like to outline more of Mihail's qualities, but it's better if you get to know him personally. In the end, it is always your choice :) . I choose a friend, a man that pointed the direction, a unique personality. Go for it! :)"

— **Alin Iventa**, *Client Service Agent, Microsoft Romania*, worked directly with Mihail at Freelancer

"I cannot describe Mihail's work at Hostway, because it is constantly improving. One cannot spot a moment in time and say: "This is how Mihail works or thinks". He is a potential for himself: never too tired to improve himself and to learn new things. He is constantly seeking to overstep his limits and to find new, innovative (ways of doing) things. What I like most about Mihail is that he never stops questioning. He questions the traditional methods and thinking patterns and he is a great mentor as he makes you question them as well."

— **Nicoleta Nae**, *HR Representative, Hostway*, worked directly with Mihail at Hostway Romania

"Mihail has been a delight to know. Mihail does not just do the work, but he always strives to do it well and seeks the best solutions possible for all. His approach to all things considered, his enthusiasm and passion to doing the work right is very honorable and commendable. In any project, I would love to have Mihail as a team member, team lead, or in a group manager role, as

he always tries to bring out the best out of people for the best result. Wherever he will be, he is a type of resource a team/group/company would be grateful to have as a part."

— **Nae Cho**, *Global Systems Integration, Hostway Corporation*, worked with Mihail at Hostway Romania

"Mihail I wanted to thank you for the amazing efforts and dedication you and your team put in for my projects. As you know they were with large important fortune 500 companies and you never let me down. Thanks for all the late nights and early mornings... with people like you on my team, we will continue to be a huge success!"

— **Karen Kurtz**, *Product Manager, Hostway Corporation*, worked with Mihail at Hostway Romania

"Mihail is natural born leader with years of experience, from whom I've learned a lot. It has also been a pleasure working with him as he maintains a great environment to work in even under pressure and strict deadlines."

— **Alexandru Bordei**, *Project Manager, Hostway Corporation*, reported to Mihail at Hostway Romania

"Mihail is a very committed, proactive manager who works hard to setup the right environment and structure for his team to succeed. In working with him in a remote management arrangement, he was very organized and a proactive communicator who was dedicated to the success of his team and the entire organization. Working with Mihail was a pleasure, both professionally and personally."

— **Jason Abate**, *Director of Engineering, Hostway Corporation*, managed Mihail at Hostway Romania

"Mihail is one of the few who can motivate people to do their best in any condition or context. He has a great skill to make the persons around him to evolve, to learn new things quickly and apply them to obtain the expected results It is a pleasure working with him, because it is open minded, innovative and communicates very well in a somehow personal/professional manner."

— **Lucian Ghinda**, *Software Enginner, Hostway Romania*, reported to Mihail at Hostway Romania

"Mihail is one of the most ambitious, serious and focused person I was fortunate enough to work with in my entire life. He is a natural born winner who knows how to party when the times call for celebrations and know how to work hard to meet a deadline. It is a real pleasure working with him."

— **Silviu Radulescu**, *Graphic Designer, HostwayLab*, worked directly with Mihail at Hostway Romania

"Mihail is a very detailed and hands on manager. He works with his team very closely and sets himself as a role model for all who report to him to follow. He maintains a high level organization of

all the projects/resources he manages but is also very capable of getting involved in very low level details and decisions. It has been a pleasure working with Mihail."

— **Shabbir Karimi**, *Software Engineering Manager, Hostway Corporation*, managed Mihail indirectly at Hostway Romania

"The main quality that I see in Mihail is that he is result oriented. Working in R&D is a big challenge but he is doing a very good job at it and the company is growing thanks to him. He is constantly trying to improve his work and the work of his team by seeking the most effective solutions for the job and for the development of his people. It is my pleasure to work with him."

— **Paul Calin**, *HR Manager, Hostway Romania*, worked directly with Mihail at Hostway Romania

"Mihail is a very organized and detail oriented manager. He managed to complete all projects on time or ahead of schedule while crossing timezone and cultural barriers. He has a passion for learning which he applies to everything he does. Above all he has remained focused and dedicated to delivering a fitting solution that exceeds expectations on every project we worked on."

— **John Shafae**, *Manager of Software Development, Hostway Corp.*, worked directly with Mihail at Hostway Romania

"It was a real pleasure to work with Mihail. He is very bright, efficient and patient. He had a very challenging role across all different franchises and managed it very well - especially the communication between the different teams and gaining their feedback."

— **Claudia Ehmke**, *Product Manager UK, Hostway*, worked with Mihail at Hostway Romania

"I had the pleasure to attend a session delivered by Mihail, during a conference of AIESEC Bucharest. The session was about my image of the organization and it involved quite a significant personal involvement and it also required the participant's proactivity. I really enjoyed it and most of all I was pleasantly surprised by Mihail's way to deliver it (serious, clear, concise but also very insightful). I believe the outcome of the session exceeded expectations, mainly thanks to Mihail's training skills."

— **Alexandru Ciungu**, *Account Manager - Sales Responsible, AIESEC Bucharest*, was with another company when working with Mihail at Key Point

"Mihail, Am apreciat foarte mult atitudinea ta fata de participanti pentru ca a fost una impartiala, care a incitat la dialog, in majoritatea timpului creand cadrul confortabil (relaxat) de care ai nevoie pentru a-ti impartasi parerea cu ceilalti. Tot aici apreciez faptul ca ai incercat (si reusit) sa aduci lamuriri suplimentare atunci cand aparea confuzie. De asemenea, am apreciat modalitatea pe care ai ales-o pentru a atinge obiectivele sesiunii; respectiv abordarea Trecut-Prezent-Viitor, constientizez acum, a reprezentat inceputul 'intrebarilor' pe care a trebuit si trebuie in continuare sa mi le adresez in aceasta perioada. Intuiesc ca esti o persoana nu foarte expresiva, pentru ca pe

durata celor doua sesiuni nu am observat multe gesturi prea largi, zambete, modulatii importante ale vocii, samd. Toate cele bune!"

— **Emil Huzu**, was Mihail's client

"I endorse Mihai sincerely as I think he is a complex professional and he has training, management, public speaking and motivational skills."

— **Mihai DASCALU**, *CEO, Success Inc.*, worked directly with Mihail at Key Point

"It was a pleasure to work with Mihail during the Summer School "4Success Team". I admired the way he added value to the team trainers but especially to the seminars and leadership activities. His dedication, high level of positive energy, experience, and enthusiasm were very well appreciated by students. I believe that Mihail is well prepared and organized. Attitude toward participants is great; he has a strong attitude toward helping students learn. He is able to connect with students but maintain his professionalism. I will be honored to collaborate for future projects. (October 18, 2006) Anca Iancu, Programme Development Officer Junior Achievement Romania"

— **Anca Simona**, *Programme Development Officer, JUNIOR ACHIEVEMENT ROMANIA*, was with another company when working with Mihail at Key Point

"Salut Mihail, imi pare bine ca putem socializa si dupa evenimentul 4SuccessTeam. Ca feedback, pot sa spun ca am avut multe de invatat de la tine, ne-ai inspirat tuturor incredere, ambitie si optimism, practic ingredientele necesare unui tanar ca sa reuseasca in viata. In plus, esti un adevarat sportsman :) Toate cele bune! Tinem legatura!"

— **Andrei Gavrilita**, *RETAIL BANKING AGENT, OTP BANK ROMANIA*, worked directly with Mihail at Key Point

"Mihail presented the courses in a way that drew the attention and was very easy to follow. He also answered my questions in a very professional way and offered his help when needed."

— **Ana Ocnaru**, was Mihail's client

"The first thing that I have noticed about Mihail was his special ability of interacting with people. It was a pleasant surprise to discover, by talking to him, a real team player, a very open-minded and communicative person. His desire of finding out new things is the most important thing that I think defines him as a person. He takes each experience as a learning point and always shares his know-how to the people around him. I strongly believe that these abilities, on a long term, will help him constantly to develop himself as a person, both on the professional and personal level."

— **Raluca-Ioana Munteanu**, *Student, University of Alexandru Ioan Cuza Iasi, Romania*, worked directly with Mihail at Key Point

"Mihail has the ability to make something out of nothing. He's well trained, helpful at any time,

intuitive, has initiative and as I discovered lately, he is a party kind of guy too"

— **Flaviu Radulescu**, was Mihail's client

"Integrity, humor, friendliness, curiosity, spontaneity, simplicity, naturalness - these are just some of Mihai's qualities I noticed during our interactions and that make him a valuable person to work with."

— **Georgiana Alina Moldovianu**, *Trainer, AIESEC in Romania*, worked directly with Mihail at Key Point

"Mihail is a good teacher and a very patience person. It was a pleasure to meet him."

— **Violeta Tacciu**, *asistant manager, Standard Business*, was Mihail's client

"I'm glad to have met him because he is a great example of how we should act at our working place and how we should deal with the daily problems. He is an enthusiastic person, a fighter. Even if he has not an answer yet he digs up to find a solution for any challenge."

— **Cristina Mihaela Radulescu**, *Sales Assistant, Top Office (part of RTC Holding Group)*, was Mihail's client

"Mihail is a smart, open-hearted, communicative, funny and easy to work with man. I think he has an efficient teaching method, taking into account that I managed to learn a lot of new things about Excel, in just two days. Highly recommended."

— **Andreea Constantinescu**, *manager assistant, HR Consultanta (RTC)*, was Mihail's client

"I am going to bullet in order to better point my observations: - interactivity (he likes to involve the trainees as much as possible in the program); - dedicated (he provides additional information for a better understanding of what he's teaching); - relates various facts / events / information to point out the relevance of another ones. - funny (as a quality)."

— **Ionut Baragan**, *Product Manager, DDV*, was Mihail's client

"I recommend Mihail as trainer and very good team worker. He is intelligent and full of personal resources."

— **Daniel Moga**, *Consultant, Freedom Consulting*, worked directly with Mihail at Key Point

"I know Mihail from a thrilling training experience and I can say that he is one of the most creative and pro-active persons I know. It was interesting to see how he facilitated the teamwork, playing various roles, without always trying to be the leader. I also admire his courage to try new things, which may be rather inspirational for others"

— **Raluca Ionescu**, *virtual office assistant, Lingo24*, worked directly with Mihail at Key Point

"Mihail is a true professional in everything he does. Knowledge, passion & integrity these are the three words which defines him. He has the ability to turn vision to reality in the face of challenges, this is Mihail, the best Project Manger i've ever met. If I ever have the chance to work with him I'll do in a heartbeat !"

— **Lucian Leibovici**, *Project Manager, Openlink Networks*, worked with Mihail at Hostway Research & Development Lab

"I have been introduced to the web hosting business by Mihail, who has for the very beginning trusted me and me followed him blindly and... trustfully. With strong coaching and training skills, Mihail is more than devoted for any project is involved to. He is a real professional!"

— **Didier Bongouande**, *Dedicated Hosting Sales Manager, Hostway Romania*, reported to Mihail at theVault

"Mihai este un trainer care are si vocatie spre activitati de instruire si informare. Ce am remarcat personal este faptul ca poate sa mentina o atmosfera serioasa, pentru a nu putea neglija procesul de invatare. Atmosfera mentinuta e Mihai nu este una stresanta, ci una destinsa, placuta. In timpul training-ului la care am participat si eu, a stiut sa mentina atentia pe tot parcursul trainingului."

— **Tudor Popa**, *operator, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Este o persoana activa,interactiva,comunicativa si un bun colaborator.Stie sa-si expuna cunostintele din domeniu,sa le predea pe intelesul tuturor printr-un limbaj coerent, printr-o sintetizare clara a informatiilor.Modul sau de prezentare este foarte bun datorita metodelor folosite acaparand atentia cursantilor.Stie sa se modeleze dupa necesitatile si cerintele fiecaruia.Este un super trainer!"

— **Anamaria Popovici**, worked with Mihail at RDS & RCS Communications

"I had the chance to see Mihail as a trainer and a chair, I can say that he has the ability to relate extremelly well to the people he is working with and to create a working environment that encourages everyone to participate and learn."

— **Adina Pasula**, *President, AIESEC*, worked with Mihail at AIESEC

"O persoana foarte calma, serioasa, cu bune abilitati in comunicare. Ca si trainer este o persoana meticuloasa, cu multe cunostinte in domeniu IT. Explicatiile sunt pe intelesul tuturor participantilor la training, raspunsul la intrebarile acestora sunt precise si la subiect."

— **Anamaria Stet**, *operator, RCS&RDS*, managed Mihail at RDS & RCS Communications

"Activitatile de trainer ale domnului Musat Mihai in cadrul companiei RCS&RDS au avut un caracter riguros si rational, prin determinarea precisa a obiectivelor urmarite. Domnul Mihai Musat este o

persoana cu o deosebita capacitate de comunicare, se bazeaza foarte mult pe spiritul intuitiv si empiric, avand un dinamism si o creativitate foarte buna in procesul de instruire."

— **Adrian Tarcea**, *Information Services, RDS&RCS*, managed Mihail at RDS & RCS Communications

"Mihail Musat este intr-adevar un om care-si face treaba ca la carte.El respecta regulile cu strictete, dar totusi face cursul ca sa para interesant. Mi se pare o persoana potrivita pentru job-ul de trainer."

— **Daniel Sava**, *dude, sc RCS & RDS sa*, reported to Mihail at RDS & RCS Communications

"Mihail e o persoana foarte deschisa, rabdatoare cu invataceii lui. Le acorda multa atentie si se asigura mereu daca au inteles, pentru a le explica din nou in caz contrar. Trainerul perfect seamana pe Mihail :)"

— **Andreea Kiraly**, *operator, RDS*, worked directly with Mihail at RDS & RCS Communications

"Am avut ocazia si pot sa spun onoarea sa ne instruiasca. Rar am intalnit oameni atat de atasati de muca los si cu adevarat pasionati de ceea ce fac. Entuziasmul sau ma faceea de cele mai multe ori sa am mai multa incredere in mine si in ceea ce fac. este capabil de o implicare totala in munca pe care o presteaza. Diana Negrutiu"

— **Diana Negrutiu**, *operator frontline, rcs&rds*, worked with Mihail at RDS & RCS Communications

"In activitatea sa de pana acum, Mihail s-a dovedit a fi un profesionist.Stie sa explice intr-un mod atat de calm toate lucrurile,in cazul in care cineva nu intelegea...avea puterea sa reia si sa explice incat toata lumea sa inteleaga exact ce trebuie.La Toate intrebarile noastre avea raspuns;stia sa ne raspunda afirmativ.Mihail, este o persoana pozitivista, mereu cu zambetul pe buze."

— **Anca Lupse**, *operator frontline, S.C RCS & RDS S.A.*, worked with Mihail at RDS & RCS Communications

"In ceea ce priveste abilitatile de trainer, dupa parerea mea, d-nul Mihail Musat intruneste toate calitatile esentiale. Acestea sunt dedicarea, rabdarea, adaptivitatea, capacitatea de a transmite informatii complexe intr-o forma cat mai simpla, clara si nu in ultimul rand transmiterea unei cantitati mari de informatie intr-un interval scurt de timp. Intr-un cuvant: EFICIENTA"

— **Ionut Ivancia**, *Operator, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Dupa ce am terminat trainingul si m-am angajat trebuie sa spun ca Mihail ne-a instruit in asa fel incat nici nu ne-am dat seama ca invatam. Trainingurile au decurs intr-o atmosfera lejera, totusi profesionista. La un moment dat a spus: "Gata.Stiti tot." Si chiar aveam deja cunostintele pe care a vrut el sa ni le insusim, fara ca vreodata sa avem senzatia ca Trebuie sa invatam.Iti multumim Mihail."

— **Peter Naphegyi**, *Operator, S.C. Rcs & Rds S.A.*, reported to Mihail at RDS & RCS Communications

"Dupa parerea mea, Mihail este o persoana extrem de deschisa, comunicativa si sociabila, are foarte multa rabdare si explica pe intelesul tuturor. Este un trainer perfect!"

— **Raluca Ciurba**, *Frontline Operator, S.C. RCS&RDS S.A*, worked with Mihail at RDS & RCS Communications

"Mihail are cunostinte foarte vaste in domeniul IT cat si in alte domenii. Eu cred ca este persoana potrivita la locul potrivit privind munca de trainer, pentru ca pe langa cunostintele lui el mai are si abilitati de comunicare deosebite astfel in cat stie sa prezinte informatia intrun mod placut si abordabil."

— **Alin Deac**, *Operator, RCS&RDS*, worked with Mihail at RDS & RCS Communications

"In perioada 27.06.2005-15.07.2007 am avut oportunitatea de a lucra cu Mihail Musat despre care pot spune ca este o persoana cu reale aptitudini de trainer (are un adevarat talent de a lucra cu oamenii): este calm, controlat, stie sa echilibreze in mod ideal balanta intre tratarea cu umor a situatiilor care intervin in munca si seriozitatea necesara intr-o firma de importanta si prestigiul RDS"

— **Patricia Badulescu**, *Frontline Operator, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Este de admirat modul in care gaseste rabdarea necesara in explicarea detaliilor importante, perseverenta in retinerea si intelegerea notiunilor esentiale. Il recomand cu toata increderea, este un om care stie sa comunice 100% cu oamenii, zambeste tot timpul si stie sa dea dovada de profesionalism la cel mai inalt nivel si sa evalueze cunostintele intr-un mod foarte exigent si sa fie obiectiv."

— **Ioana Maris**, *operator, Rcs & Rds*, reported to Mihail at RDS & RCS Communications

"Este un foarte bun trainer fiind foarte punctual, activ, intelegator, apropiat, rabdator si nu in ultimul rand destept. Il recomand pe Mihai tuturor ce vor ajutorul lui."

— **Florentina Stoica**, *operator call center, rds&rcs*, worked with Mihail at RDS & RCS Communications

"Tanar foarte capabil, abilitati de comunicare excelente, cunostinte tehnice de nivel inalt."

— **Marius Buie**, *frontline operator, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Pentru a lua o decizie trebuie sa acumulam multa informatie si stiinta in ghiozdanul nostru. Mihai

tocmai a pus un pachetel in ghiozdanul meu si sunt sigur ca aceasta o sa ma ajute la urmatoarea intersectie. Este un pachet bogat, cosntruit din multe informatii cu ajutorul unei experiente vaste in domeniul trainer."

— **Dánielisz László**, was Mihail's client

"Mihail este persoana potrivita la locul potrivit.Faptul ca RCS&RDS are o persoana ca el in functia de Trainer nu face decat sa contribuie la ridicarea standardelor de calitate pe care piata de telecomunicatii o cere in prezent, si pe care compania RCS&RDS le ofera."

— **Ioan Urs**, *customer reprezentativ relation, rcs&rds*, worked directly with Mihail at RDS & RCS Communications

"persoana calma, explicita in tot ceea ce spune, atent la detalii, pe scurt...SUPER TRAINER."

— **Viorel Batea**, *Frontline Operator, RCS&RDS*, reported to Mihail at RDS & RCS Communications

"Experienta mea ca trainer nefiind foarte vasta, probabil influenta lui isi va lasa cel mai tare amprenta asupra activitatii mele viitoare. Gaseste intotdeauna cea mai eficienta metoda de a organiza lucrurile, stie intotdeauna cat timp are la dispozitie si ce trebuie sa faca in respectivul interval de timp. Bun management al situatiilor incordate."

— **Alexandru Anghel**, *Trainer, RDS*, worked directly with Mihail at RDS & RCS Communications

"-o persoana cu un deosebit simt in relatiile interumane -cu abilitati de adaptare rapida la nivelul celor din jur, pentru a-si expune ideile si a fi inteles -dornic de asimilarea a noi cunostinte si de noi provocari -atent la cei din jur , calm ,placut, cu un real talent de a simti ' pulsul atmosferei din jurul lui , chiar si de catre cine a fost creata"

— **Genoveva Ban**, *RCS&RDS, Company*, worked directly with Mihail at RDS & RCS Communications

"Mihai are calitati pedagogice, bune cunostinte de specialitate si comunicare. Cursul predat de el ma ajutat in insusirea rapida si temeinica a termenilor si procedurilor de specialitate."

— **Alina Dragomir**, *operator frontline, romania data system*, reported to Mihail at RDS & RCS Communications

"Mihail a avut grija prin modul sau de abordare si rabdare sa capteze atentia tuturor, iar testele sunt rezultatele unui training de calitate. Toata lumea a evoluat si nimeni nu a stagnat."

— **Claudia Sandru**, *RDS, Romanian Data System*, worked indirectly for Mihail at RDS & RCS Communications

"In calitate de trainer, Mihail este o persoana dinamica, se adapteaza usor la particularitatile

grupului, in plus dovedeste multa rabdare si tact pedagogic. Capteaza atentia ascultatorilor foarte usor si ofera informatii si explicatii complete, cuprinzatoare."

— **Ibolya Veress**, *FRONTLINE OPERATOR, RDS&RCS*, worked indirectly for Mihail at RDS & RCS Communications

"In calitate de fost trainee al domnului Musat Mihail pot spune despre dansul ca detine foarte bune cunostinte tehnice in domeniu,calitati deosebite de comunicare si este un foarte bun pedagog. Consider ca job-ul de trainer i se potriveste perfect,domnul Musat Mihail reusind sa faca procesul de training foarte placut si usor."

— **Monica Drobota**, *Operator Frontline, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Mihail Musat a avut un rol decisiv in formarea mea profesionala.Este o persoana cu o rabdare de fier si datorita acestui lucru este persoana ideala pentru postul de Trainer."

— **Catalin Tarla**, *Operator, RCS&RDS*, worked directly with Mihail at RDS & RCS Communications

"Ca si trainer, Mihail Musat este foarte calm. Este deschis la sugestii din partea celor pe care ii pregateste. Personal, am avut o contradictie cu el si am invatat amandoi din ea, pentru ca s-a dovedit ca aveam amandoi dreptate. Este flexibil in timpul predarii dar foarte inflexibil in timpul examenarilor."

— **Cosmin Lupsa**, *Support Assistant, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Mihail este o persoana care are un grad înalt de spontaneitate,este centrat pe probleme si nu pe trairi subiective. -apreciere elastica a oamenilor si lucrurilor lipsiti de stereotipii; -are mare potential creator; "Aptitudinile importante se dezvolta si se arata cu fiecare sarcina noua."(Baltasar Gracian, The Oracle)"

— **Mihaela Toderas**, *OPERATOR, RCS&RDS*, worked directly with Mihail at RDS & RCS Communications

"Mihai este foarte priceput in ceea ce face, lasand impresia ca se simte foarte bine pe acest post. Ca si "elev" al sau am invatat foarte multe lucruri, cred ca oricine ar avea de invatat de la el."

— **Adrian Micinic**, *operator, RCS&RDS*, worked indirectly for Mihail at RDS & RCS Communications

"Cred ca acest job, cel de trainer il reprezinta foarte bine: e bun in ceea ce face, si, din cate am realizat eu, ii place foarte mult. Training-ul la care am participat m-a ajutat foarte mult, mai ales pentru faptul ca Mihail a facut totul sa para mult mai simplu decat era, predand intr-o maniera concisa, la subiect si usor de retinut."

— **Oana Boghici**, *Frontline Operator, RDS&RCS*, worked indirectly for Mihail at RDS & RCS Communications

"Mihail este una dintre cele mai calculate persoane pe care le-am intalnit. Are calitati excelente in predare , comunicare si tot ce tine de domenii tehnice. Am invatat foarte multe de la domnul Mihail intr-un timp foarte scurt si doresc sa mai am placerea de a colabora cu el in viitor."

— **Mircea Deac**, *Operator Dept Frontline, RCS&RDS*, reported to Mihail at RDS & RCS Communications

"Mihail este o persoana ce are cunostinte foarte bune in domeniul sau si care stie ce face. Are foarte bune abilitati in a transmite informatii oamenilor, este o persoana foarte dinamica si cel mai important este faptul ca stie cum sa abordeze oamenii, avand o foarte mare rabdare cu oricine."

— **Florin Iloaea**, *Support call center, RCS&RDS*, managed Mihail at RDS & RCS Communications

"e o persoana cu un spirit pedagogic foarte bine definit. are foarte multa rabdare iar modul lui de abordare este la un nivel apropiat de posibilitatile de percepere a fiecarui cusant. este o persoana foarte responsabila."

— **Sorin Velicanu**, managed Mihail indirectly at RDS & RCS Communications

"During AIESEC experience i had the chance to interact with Mihail on several training and development issues. He proved to be a really open-minded person willing and able to bring added-value to the projects he's involved in."

— **Vlad Maior**, worked with Mihail at AIESEC

"#Mihai is one high skilled individual, who can innovate in any field especially while working with people. He is very much externally oriented but also by keeping a close relationship to his local committee members and former members. Very clear and organized in thinking and acting, a true relive when you work with him. I would work with him again in any field.#"

— **Andreea Ene**, worked directly with Mihail at AIESEC Bucharest

"I worked with Mihail as a trainer on the Italian Preparation Seminar, where he was simply outstanding! He involved the delegates so deeply and made the seminar unforgettable! He's creative & knows how to go deep in the minds of the participants -JUST FANTASTIC! Hope to have the chance to work with him again!"

— **Daniela Fleig**, *National Vice President of AIESEC in Italy, AIESEC*, worked directly with Mihail at AIESEC

"I am honored to endorse Mihail, a person dedicated to continuous learning. Mihail always seeks to

create the most effective training program, using the most appropriate delivery technique. His experience proved to be highly valuable in our common projects and I certify his outstanding capacity of creating and maintaining an excellent team working atmosphere, based on trust and support."

— **Liviu Gales**, *Bass Lake Marina Crew Member, The Pines Resort*, worked directly with Mihail at AIESEC

"I had the pleasure to work with Mihail on several projects in AIESEC. His knowledge, international experience served him very good during his trainings and presentations, not to mention his next to perfect trainer skills. Attitudes and aptitudes presented by Mihail during his work in AIESEC can only be described as top level professional who always did his work at the best possible level."

— **Jakub Ruszkowski**, worked directly with Mihail at AIESEC

"Working with Mihail can be simply summarized as professional and agreeable. He puts passion and a lot of work in what he does, always thinking 2 steps forward. It was nice working with you, Mihail!"

— **Magda Tabac**, *Interviewer, AIESEC Bucharest*, worked directly with Mihail at AIESEC Bucharest

"I know Mihai as a passionate person and charismatic person to other people. He is a hard working person that really wants to achieve results in the work he is doing, even if processes are not in place. He is bringing the best thing of himself and surrounding people. I recommend him for project or organizational management role."

— **Hatim Frederic Richel**, worked directly with Mihail at AIESEC Gent

"Mihail is a dynamic people person with a strong commitment to his responsibilities."

— **Kevin Dorekens**, worked directly with Mihail at AIESEC Gent

"I recommend Mihail."

— **Alina Buzgar (TM)**, *President, AIESEC Timisoara*, worked with Mihail at AIESEC

"*I would like to endorse Mihail Musat as he has always brought an added value to the activities in which we were both involved (as a trainer at conferences, as coach and advisor in developing a trainer's team in Bucharest) *He developed and gave a new image to the Train the Trainers seminar organized in Romania by external involvement and advanced training development"

— **Mugurel Florea**, worked with Mihail at AIESEC

"Mihai has been responsible of local AIESEC Alumni Network in AIESEC Bucarest. Mihail's role was to work on improving the relationship Alumni - Alumni and AIESEC - Alumni. I especially rate

high his reliability in delivering things timely and his initiative in driving things by himself"

— **Paul GHITA**, *President, AIESEC Bucharest*, managed Mihail indirectly at AIESEC Bucharest

"Trustworthy, reliable, fun! This is Mihai I know. Probably one of the best trainers of my generation I have ever seen. He's got potential, courage and willing to establish great things. His secret? He cares, he takes attitude and he is not afraid to make mistakes."

— **Doina Taranu**, worked directly with Mihail at AIESEC

"Mihail and i were partners on a project to restructure an E-Learning HR Community. His performance and the results were extremely good. Infact due to some constraints he had to step in and do most of my work and was still able to complete the project on schedule and to a high quality. He is an excellent virtual team mate."

— **David Bacon**, worked directly with Mihail at AIESEC

"I had the opportunity to work with Mihail on several projects. He is a very serious, responsible and reliable person. As Alumni Responsible he tried to involve Alumni again in the organization and handle their most various requests. That takes strong commitment and high motivation. Mihail proved to be the right person for the job, having both the necessary skills and the AIESEC experience."

— **Irina Palarie (Iacovoiu)**, was Mihail's client

"I would like to endorse Mihail as a trainer. I have been working with him in several conferences and i can assure you that he is high professional, dedicated to his work and innovative in the ways he chooses to deliver his responsibilities. He is a team player and his internal high motivation for the job itself helps him overcoming any challenges that might arise."

— **Evi Mantzourani**, *ABN AMRO, Organization*, worked directly with Mihail at AIESEC

"Mihai is a very dynamic and creative individual. He takes the time to think and assess a situation and provide critical decisions based on those thoughts. He is an enthusiastic team member and work very well with others paying close attention to personal relationships. He has an astute professional approach and very enjoyable to work with."

— **Russell Cook**, *Member, AIESEC*, worked directly with Mihail at AIESEC

"I had the pleasure of meeting Mihail while he was managing the project for the National Bank of Romania, together with BankSearch Consultancy. I recommend him as a good and charismatic leader, who knows to give the right instructions and get the work done on time. He is a problem solver and knows how to motivate a team. Be sure that, with him managing your project, you are in good hands!"

— **Roxana Romanescu**, was a consultant or contractor to Mihail at OpenLink Networks

"I have worked with Mihai in the Human Resources field and I can say he is very professional in his approach of tasks. He invests a lot of time into bringing the best results. As a trainer, he is inspirational and charismatic, knowing how to change the audience's state and eliciting a learning environment. He is a person that strives for bringing out the best, in himself and in people around him."

— **Maria GALCA**, *Trainer & Key Account*, CODECS, worked directly with Mihail at AIESEC

"Passionate to create the right learning experience for the participants, hard working, communicative and serious in his assignments."

— **Teia Gavrilesu**, worked directly with Mihail at AIESEC

"Considering his experience and background, I strongly recommend you to involve Mihail in your company. His personal qualities: High motivation, high energy, strong people skills are also a great asset your company can take advantage of. His capacities are definitely his organisational skills and his professionalism."

— **Adriaan Melsen**, worked directly with Mihail at AIESEC Gent

"I had the occasion to participate to a Train the Trainers conference where Mihail was a trainer and also afterwards to see the results of Mihail's work in this area of training and I can say that I fully admire him for his capability of transmitting the right message in a simple way, attracting audience and also being so creative while designing a training."

— **Georgiana Alina Moldovianu**, worked directly with Mihail at AIESEC

"He is a very good public speaker, and he knows how to deliver the message of a training in a relaxing way, not in a "back to school" way. He makes training look so easy, but I know that's only because he read a lot of books and materials about this subject, and he's been a hands-on trainer/facilitator for years now. I think the secret to his drive, is his constant passion towards this sector."

— **Mihai Danila**, worked directly with Mihail at AIESEC

"Mihail was my trainer at EuroLDS, Spain. He was able to keep his audience attentive & interested at the same time. His personality motivated people, as it was evident that he never gives up on his dreams & strives to better his strengths. His sessions were well prepared and organised, making it easier for us to follow. It was evident that he's hardworking, and what one may call: A Born Leader."

— **Davinia Lynn Pirotta**, worked indirectly for Mihail at AIESEC

"I've known Mihai before he got this position in AIESEC Bucharest. Being an alumnus, what can I say more than the fact that he did the best job so far in this area? Several alumni gatherings, that great generations party, the strings are so great and mean a lot to me. He mobilizes people well, which leads me to think that he's a born leader."

— **Marius SIGHETI**, was Mihail's client

"I have been working with Mihai in several roles. During all this time Mihai impressed me with his desire of delivering quality results no matter the process or activities that he was administrating, a continuous strive for improvement and effectiveness, good collaboration skills and creativity. I recommend him for any role of project management or organizational management."

— **Stefan Palarie**, managed Mihail at AIESEC Bucharest

"The best word to describe Mihail is commitment. He is one of the few people I know that think what to do, do what they say. I kindly recommend Mihail in any project, especially in those that involve a lot of human interaction."

— **Ionut Tarcea**, *Marketing Manager, RCS&RDS*, worked with Mihail at AIESEC Bucharest

"I have only had the chance to meet Mihai while I was undertaking a training course in IT in Nestle Romania. Mihai has proved to be a very serious and job dedicated person, but what struck me the most in his personality was his willingness to learn a few new things as well despite the fact that he was himself a trainer."

— **Anca Ionescu**, *Marketing Assistant, Nestle Ro*, managed Mihail indirectly at Nestle Romania

"As a PC trainer, Mihail was a good - explainer, flexible, patient, had an easy and appropriate language for what he was teaching, a good behavior towards his disciples. Now, after following his course, I feel more confident when working on my computer."

— **Adela Dragomir**, *Consumer Services Specialist, Nestle Romania SRL*, worked with Mihail at Nestle Romania

"Mihai proved to be very ambitious, hard working and very organised. I would still recommend him to temper his wish to be recognized and to take into consideration the fact that he is very young and he still has lots of things to learn."

— **Corina Neagu**, *Recruitment & Development Coordinator, Nestlé Romania*, managed Mihail indirectly at Nestle Romania

[Contact Mihail on LinkedIn](#)