

Victor Kunovski
Tel: + 38 970 956 977
e-mail: viktor@skyisthelimit.org

PROFILE

An energetic and passionate visionary business leader, with considerable experience in developing teams of excellence with cohesive corporate cultures.

Expert in measuring and designing cutting edge transformation interventions, as well as creating innovative leadership development programmes, enabling clients to function by balancing core needs of the business, clients, employees and society while achieving improved performances and learning constantly.

Able to grasp complex issues with systemic and holistically approach, wisdom and patience, which always brings the best out of people.

Now looking to respond to challenges and contribute to the creation of impeccable team with balanced values, leadership and organizational culture in talent nurturing excellence driven company.

MAJOR ACHIEVEMENTS

- Provided comprehensive advice to senior company HR managers and SME business owners, on establishing values based corporate culture within the organizations.
- Designed, developed and lead hundreds of highly innovative development and performance workshops for clients. Numerous clients have report improved performances of 100%.
- Developed proposals and designed in-house executive coaching training for 100 managers of the largest national telecom provider. Lead the training workshops that have helped managers to improve their managerial and coaching skills with their immediate employees.
- Initiated and managed National scale project for whole system change. Lead the team of consultants that worked on the first cultural values assessment in South East Europe. The project is estimated to save the national and local governments over 210 Millions Euros in period of 4 years.
- Recognised as a leading authority on executive coaching, values based leadership and corporate culture transformation, published in the largest national business daily and weekly magazine. With international contribution to highly selling coaching workbook.

CAREER HISTORY

Founder and director, COACH ERA 2001 – Current

Consultancy, specialized in the field of executive coaching, leadership development and change of corporate culture. Certified Cultural Transformation Tools (CTT)

- Managed and lead the consultancy to become a recognisable force and innovator on the market.
- Design and lead transformation projects for clients that helped them change and establish values and behaviour that support the new organizational culture.
- Design and lead COACH ERA branded tailor made training programmes for executive audience as well as prepare In-Company projects.
- Educated and trained hundreds of business executives and their teams on using coaching as management style for performance improvement.
- Lecturing in coaching, values based leadership and culture transformation.
- Regional economic and business strategies developer.

Client & Project List

Business Executive Coach and change consultant, -T- Macedonian Telecom, Deutsche Telekom Group Apr' 09 – June '09

- Advised the staff development department within the HR division on the coaching training for the management of the company. Developed and lead the in-company workshops.
- Advised the HR department on issues of measuring corporate culture and developing values based leadership culture.

**National values development coordinator, ARD, LOCAL GOVERNMENT ACTIVITY (MLGA)
Feb 2009 – July 2009**

- Lead the project and coordinated the activities between the team and 17 local municipalities and their mayors. The project measured the cultural capital of the key economic region in Macedonia and Re-designing the regional and the local economic development plans for the region. It also initiated awareness among city mayors and institutions on the effects their values have on overall performances.

Leadership and executive development trainer, CEED Top Class Plus global entrepreneurship programme 2008 – 2009

- Advised the project on the curriculum development for the one year long executive management training programme.
- Design and lead the modules on executive leadership and performance coaching.

**Regional leadership and coaching expert, SPARK Netherlands
2007-2009**

- Member of the curriculum development team who worked on the development of the training programme comprising 10 modules for entrepreneurship development.
- Designed and lead the workshops on coaching for over 300 entrepreneurs and SME owners, empowering managers to develop skills, increase personal self esteem and creativity, as well as improve performances in their overall businesses functioning.

**Business development consultant and coach, Ecorys Nederland B.V
2005 – 2006**

- Established the training needs analysis of SME's.
Designed and developed trainings for managers in coaching, leadership and organizational culture.
- Lead In-company coaching project for 4 SME clients, helping them to improve performances.
- Wrote the first national coaching case study describing the In-company coaching.
- Project evaluation.

**Skills development lecturer, London Metropolitan University, Learning and Development Unit
2001- 2004**

- Improving skills and performances among students, trough training and coaching in personal and social development.
- Established, and run the student coaching services at the university
- Research on the development of skills, knowledge transference and performance improvement among higher education students.

EDICATION & TRAINING

Postgraduate Diploma in Counselling/Coaching “University of East London” & Psychosynthesis and Education Trust London, U.K 2000–2003.

Degree in Chemistry, University of Natural Science, department of chemistry, 1990-1992.

Diamond Approach student at the Ridhwan School, 2009 – current.

Barrett Values Centre, Training and accreditation for Cultural Transformation Tools 2007– 2008

Nowhere Foundation, London UK, Systemic organizational constellations coaching. 2005–2007

ADDITIONAL INFORMATION:

- **Excellent computing skills, Microsoft Word, Power Point, Macromedia Dreamweaver, Photo Shop**
- **Excellent Social media skills, Linked Inn, Facebook, Twitter.**
- **Full, clean driving licence.**