

**Simona Bonghez, Ph.D., PMP**  
**Management Consultant, Trainer and Speaker**  
**Managing Partner of Colors in Projects**

**Lecturer, NUPSPA – College of Communication and Public Relations (Bucharest, Romania)**

- 1. Family name:** BONGHEZ
- 2. First names:** SIMONA ENIKO
- 3. Date of birth:** October 9, 1964
- 4. Nationality:** Romanian
- 5. Civil status:** Married
- 6. Education:**



Institution (Date from – Date to)	Degree(s) or Diploma(s) obtained:
National University of Political Studies and Public Administration, 2008 – 2011	Ph.D. in Sociology
Open University UK - Computing for Commerce and Industry, November 2000 – April 2001	Professional Certificate in Project Management
Open University UK – Business School, September 1999 – May 2001	Professional Certificate in Management
Bucharest Academy of Economic Studies, October 1997 - June 1998	University Certificate in Corporate Management
University of Bucharest, October 1996 - October 1997	University Certificate in Public Relations
Polytechnic University of Bucharest, September 1984 - June 1990	University Degree (BSc) in Automation and Computers

**7. Language skills: Indicate competence on a scale of 1 to 5 ( 1 - excellent; 5 - basic)**

Language	Reading	Speaking	Writing
Romanian	1	1	1
Hungarian	1	2	2
English	1	1	1
French	1	3	3

## 8. Membership of professional bodies/ Volunteering:

- Director, PMI Global Accreditation Center Board of Directors (2023 - 2025)
- Member of PMI Global Accreditation Center onsite/virtual visit teams (2013 - 2022)
- Member of PMI Ethics Member Advisory Group (2015-2017, 2018 - 2020)
- Member of Program Committee for Topconf 2016 Tallinn, 2017 Linz, 2018 Tallinn
- Member of PMI Chapter Member Advisory Group (2013)
- Member of PMI Leadership Institute Advisory Board (2012)
- Member of CoPAT – PMI Global Congress 2009, Amsterdam
- President of PMI Romania Chapter (2007-2011)
- VP of “Project Management Romania” Association, IPMA affiliate (2004-2006)

## 9. Other skills:

- Project Management Professional (PMP), PMI (date of certification: 6.09.2004; renewed in 2007, 2011, 2014, 2017, 2020)
- Certified Senior Project Manager, IPMA – level B (date of certificate: 16.03.2004; last renewed in 2007)
- Prince2 Practitioner, OGC (date of certification: 12.07.2008, not renewed)
- Certified SDI Level 1 Trainer, Personal Strengths
- Certified LEGO®SERIOUS PLAY® Facilitator

## 10. Present position:

- Managing Partner of Colors in Projects
- Senior Trainer and Management Consultant (focus on Project and Change Management, Agile Transformations) at Colors in Projects
- Lecturer, NUPSPA, College of Communication and Public Relations and College of Management

## 11. Years within the firm: 15 years within Colors in Projects (Confucius Consulting srl)

## 12. Key qualifications:

- Theoretical and practical background in Management (expertise in Organizational Design, Strategic Management, Business Planning and Business Analysis) developed in core industries such as services, IT, production, construction power and energy, oil and gas, banking. Several trainings performed on the topics (including the development of the support materials) and consulting activities (including As Is analysis, Business Development, Management of Transformation and Radical Repositioning projects) in Romania, Moldova, Czech Republic, Slovakia, Mongolia and Austria.

- More than 20 years' experience in performing project management trainings based on adult learning concepts
- More than 25 years experience in Project Management (three international certifications in project management awarded by Project Management Institute, International Project Management Association and UK Office for Government Commerce).
- More than 15 years of involvement in academic area with substantial contribution in the development of project and program management blended training materials, project management e-learning course support, lecturer for Project/Program Management Master classes

**13. Specific experience in the region:** see professional experience

**14. Selected professional experience:**

Period	Location	Company	Position	Description
Since September 2007	Austria, Czech Republic, Slovakia, Moldova, Romania	Colors in Projects	Managing Director	<ul style="list-style-type: none"> <li>• Running a profitable training and consulting business</li> <li>• Personnel Management (staffing, induction, performance management, learning &amp; development planning).</li> <li>• Strategic Management (business planning and development, selling billable consulting engagements and training / education services)</li> <li>• Operations Management (managing company budget, undertaking company investments, sales processes)</li> </ul>
2017-2018	Bucharest, Romania	Colors in Projects	Board game designer (for learning purposes)	<ul style="list-style-type: none"> <li>• Designed and developed a project management board game (PM Galaxy®) – <a href="http://www.pmgalaxy.com">www.pmgalaxy.com</a></li> </ul>
2013-2018	Eastern Europe	BRISK Business Inc	Principal Consultant	<ul style="list-style-type: none"> <li>• Providing training services</li> <li>• Designing and developing training materials</li> </ul>
Since September 2007	Austria, Czech Republic, Slovakia, Romania	Colors in Projects	Senior Trainer and consultant	Providing training and consulting services in: <ul style="list-style-type: none"> <li>• Consulting companies and coaching teams for Agile adoptions and Agile Transformations</li> </ul>

Period	Location	Company	Position	Description
				<ul style="list-style-type: none"> <li>Defining project management methodologies</li> <li>Supporting the initiation and development of PMOs</li> <li>Delivering trainings for Project and Change Management at Executive level</li> </ul>
2009-2011	Austria, Romania	Roland Gareis Consulting	Partner	<p>Contributing to the development of the Company. Contributing to selling the consulting services. Developing training materials and providing training and consulting services in:</p> <ul style="list-style-type: none"> <li>Project and Program Management</li> <li>Change Management</li> <li>Portfolio Management</li> <li>General Management (Process Management, Organizational Design, Strategic Management)</li> </ul>
September 2007 – December 2012	Bucharest, Romania	PMBA in Process and Project Management (Vienna Economic University and National University of Political Studies and Public Administration)	Lecturer	<p><b>Lecturer for:</b></p> <ul style="list-style-type: none"> <li>Process Management</li> <li>Leadership</li> <li>International Approaches for Project Management courses.</li> </ul>
Since September 2004	Bucharest, Romania	College of Communication and Public Relations – NUPSPA	Program Director and Lecturer	International Project Management - Master Programme
March 2005 - August 2008	Bucharest, Romania	SAS Institute GmbH – Representative Office Romania	Consulting Manager	<p><b>Main tasks and responsibilities:</b></p> <ul style="list-style-type: none"> <li>Running a profitable consulting and education business</li> <li>Manage the Professional Service function in the</li> </ul>

Period	Location	Company	Position	Description
				<p>Romanian SAS Office, including staffing, induction, performance management, learning &amp; development planning.</p> <ul style="list-style-type: none"> <li>• Responsible for business development, sales processes, selling billable consulting engagements and training / education services, proactively, with or without joint license sales.</li> <li>• Responsible for managing budget in own area, requesting and undertaking company investments, e.g. new staff, new physical resources.</li> <li>• Responsible for a blended team focused on delivering IT services for more than one business line (e.g. consulting and education).</li> <li>• Responsible for the project portfolio of SAS in Romania</li> </ul>
September 2002 – March 2005	Bucharest, Romania	SAS Institute GmbH Representative	Project Manager	<p><b>Main tasks and responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Ensure adequate project planning takes place.</li> <li>• Facilitate and manage cross-organizational activities.</li> <li>• Monitor progress of project.</li> <li>• Ensure team members have adequate resources.</li> <li>• Manage project risks.</li> <li>• Coordinate with client's project manager.</li> <li>• Manage end-user expectations.</li> <li>• Maintain project timeline.</li> <li>• Act as liaison between team and end-users.</li> <li>• Keep both service provider management and client project sponsors informed as project progresses.</li> </ul>

Period	Location	Company	Position	Description
October 2001 - November 2002	Bucharest, Romania	CODECS – in collaboration with Open University UK	Course Director	<ul style="list-style-type: none"> <li>Management activities for the development, implementation and continuous operations of the Project Management open courses</li> </ul>
April 2001 – September 2004	Bucharest, Romania	CODECS – in collaboration with Computing for Commerce and Industry School (Open University UK)	Tutor, Project Management	<ul style="list-style-type: none"> <li>Tutor for the MZT865 – Project Management course.</li> </ul> <p><b>Responsibilities:</b></p> <ul style="list-style-type: none"> <li>Explaining to the students the key concepts of project management, during the course’s tutorials</li> <li>Providing assistance to students for their written papers preparation</li> <li>Marking the written papers</li> <li>Reviewing the course curriculum during the Residential School</li> </ul>
February 2001 – June 2002	Bucharest, Romania	The District Heating Company of Bucharest	Project Manager	<p>Project Manager for SAP R/3 implementation.</p> <p><b>Main tasks and responsibilities:</b></p> <ul style="list-style-type: none"> <li>Responsibility for results: aims, costs and dates of the project</li> <li>Checking the status of the project</li> <li>Controlling and approving project planning</li> <li>Checking milestones and results</li> <li>Solving open items transmitted by the Steering Committee</li> <li>Assist in the business process analysis</li> <li>Taking high level decision (contractual, financial, date aspects)</li> <li>Resource allocation and management</li> </ul>

Period	Location	Company	Position	Description
May 1996 – August 2002	Bucharest, Romania	The District Heating Company of Bucharest	IT Manager	<b>Main tasks and responsibilities:</b> <ul style="list-style-type: none"> <li>• Elaboration and surveillance of implementation of the IT strategy of RADET, the District Heating Company in Bucharest</li> <li>• Coordination of all activities of the IT department</li> <li>• Planning and preparation of the yearly IT budget</li> <li>• Procurement of all IT related equipment and materials;</li> <li>• Drafting and/or endorsement of technical specifications, design themes for works in IT field;</li> <li>• Coordination of projects implementation in IT field</li> </ul>

## 15. Other relevant information:

### *Trainings (selection):*

Date	Place	Institution and Topic
Sep 2018	Braşov	Brainiup – Brainiup Conflict Management Training
Sep 2017	Bucharest	Masterclass Gamification for Learning & Development (Pete Jenkins)
Nov 2016	Bucharest	Trivium – Certification Training for LEGO SERIOUS PLAY Facilitator
Nov 2013	Skopje	EBRD – Starting a Management Consulting Business
2010-2011	Latin America	PMI Leadership Institute Master Classes
Dec 2010	Bucharest	Personal Strengths – SDI Level 1 Train the Trainer Qualification
June 2009	Bucharest	RGC - Change Management
July 2008	Paris	ESC (Lille) & GZS Ltd - PRINCE 2 for Practitioners
Oct 2007	Bucharest	The Hunting Territory - Project teams performances
June 2007	Heidelberg	SAS institute – Business Analysis for IT Implementation
March 2006	Bucharest	CODECS – TTT course – To become/to be Trainer
July 2005	Heidelberg	MCE - Advanced Project Management
May 2005	Heidelberg	SAS Project Management Forum – 2005
June 2004	Bucharest	Project Management Process Framework
April 2004	Budapest	SAS Project Management Forum – 2004
Oct 2003	Bucharest	SAS Institute – A Primer to Intelligence Solution Implementation
April 2003	Rome	SAS Project Management Forum – 2003
Sep 2002	Varsaw	SAS Project Management Methodology
April 2002	Brasov	CODECS – Train the Trainer Course

Date	Place	Institution and Topic
Sep 2001	Brasov	CODECS – Train the Trainer Course
May 2001	Predeal	CODECS – Train the Trainer Course
April 2001	Bucharest	Qakademia - Quality management and quality assurance
July 2000	Neptun	Phare HR Development Programme – Project Management
June 2000	Brasov	Opportunity Associates – Human Resources Management

***Publications and presentations (excerpt):***

**Bonghez, S.** (2017). Committing the Change Team. In Aziz, E.A., Curlee, W.. How Successful Organizations Implement Change. Project Management Institute

**Bonghez, S.** (2017). A Project Manager’s challenges (Din provocările unui Manager de Proiect). Editura comunicare.ro

**Bonghez, S.** (2012). Truth and Dare – Project management as a business development strategy for the medium sized companies in Romania. Editura Juridică (Colecția Business)

White paper: Building positive project culture for navigating complexity: case study (PMI)

**“Don't Trust Your Brain! The Neuroscience of Project Decision Making”** - Presentation at the PMI Virtual Congress 2020 – July 2020

**“The Journey towards Agility: lessons learned from successes and failures”** – Presentation at the PMI EMEA Congress 2019 – May 2019, Dublin, Ireland

**“Agile Droplets in a Waterfall World”** – Presentation at the PMI EMEA Congress 2018 – May 2018, Berlin, Germany


**“A Smooth Sea Never Made a Skilful Sailor – Committing the Change Team”** – Paper published and presented at the PMI EMEA Global Congress 2016 – 1-4 May 2016, Barcelona, Spain and at the P2P Conference "How Successful Organization Implement Change" – 9-10 October 2017, Cairo, Egypt

**“Elephant on Thin Ice – Navigating Complexity through Project Culture”** – Paper published and presented at the PMI EMEA Global Congress 2016 – 1-4 May 2016, Barcelona, Spain and at the P2P Conference "How Successful Organization Implement Change" – 9-10 October 2017, Cairo, Egypt

**“WEST meets EAST: Culture shock! - Cultural intelligence in projects”** – Paper published and presented at the PMI NA Global Congress 2014 – 26-28 October 2014, Phoenix, Arizona USA

**“Truth or Dare – Project Management as Business Strategy for SMEs”** - Paper published and presented at the PMI EMEA Global Congress 2014 – 5-7 May 2014, Dubai, United Arab Emirates





**“Red Pill, Blue Pill” – Decision Making in Projects** - Paper published and presented at the PMI NA Global Congress 2013 – 27-19 October 2013, New Orleans, Louisiana, USA

**“If it can’t be expressed in figures...” - Project Performance Management** - Paper published and presented at the PMI EMEA Global Congress 2013 – 22-24 April 2013, Istanbul, Turkey

**“For tomorrow belongs to the people who prepare for it today” - Successful preparation for Post Recovery Economy** - Paper published and presented at the PMI EMEA Global Congress 2011 – 9-11 May 2011, Dublin, Ireland

**Competences for Project Portfolio Management** – Paper presented at Managing Portfolios in Turbulent Times event – 15-16 November 2010, Madrid, Spain

**“Wise people learn by other people's mistakes, fools by their own...”** – Paper presented at PM Summit 2010 – 15<sup>th</sup> of November, Munchen, Germany

**“...you cannot step twice in the same river...” – Change Management** – Paper published and presented at the IPMA Global Congress 2010 – 1-3 November 2010, Istanbul, Turkey

**Project Communication** – Paper published in The Romanian Journal of Communication and Public Relation, September 2009

**Lessons Learned in project management** - Paper published and presented at the PMI AP Global Congress 2009 – 9-11 February 2009, Kuala Lumpur, Malaysia and at the PMI EMEA Global Congress 2009 – 19-21 May 2009, Amsterdam, The Netherlands

**Stakeholders management** - Paper published and presented at the PMI EMEA Global Congress 2008 – 19-21 May 2008, St.Julians Malta


**Project management methodologies and standards** - Paper published and presented at the International Conference for Business Excellence – 26-27 October 2007, Brasov, Romania

### **Training materials/course materials**

**Innovation and Product Management** – course material under development – Project Management Master Programme – Faculty of Communication and Public Relations - NUPSPA

**Program Management, Adaptive approaches for Program and Project Management** - course materials – Programs and Investments Management Master Programme – Faculty of Management - NUPSPA

**‘Project Management – course notes’** – Project Management Master Programme – Faculty of Communication and Public Relations - NUPSPA



**“Leadership”, “International approaches for Project Management” and “Preparing for Project Management international certification”** modules – course notes – WU Executive Academy Vienna

**Grow Your Consulting Business Training Series – European Bank for Reconstruction and Development** – training materials

**Project Management, Conflict Management, Communication in project teams, Leadership in projects** – training materials – Colors in Projects trainings

**Strategic Management, Change Management** – training materials – Roland Gareis Consulting trainings

**Establishing a PMO, Social Competences for Project Managers** – training materials – Roland Gareis Consulting trainings