

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name	<b>Medanhodžić Emir</b>
Address	<b>Sarajevskih Ilegalaca 5 71000 Sarajevo Bosnia-Hercegovina</b>
Telephone	<b>061 378 356 033 766 495</b>
Fax	<b>033 766 496</b>
E-mail	<b>probenefit@bih. net. ba, skype. emir. medanhodzic</b>
Web	<b>www. probenefit. com. ba</b>
Nationality at birth	<b>YU / BiH</b>
Present nationality	<b>BiH</b>
Date of birth [DAY, month, year]	<b>20. 12. 1959.</b>
Place of birth	<b>VALJEVO</b>
Sex	<b>Male</b>
Marital status	<b>Married</b>



### WORK EXPERIENCE

- Dates (from – to) **01. 06. 2006 -**
- **Name and address of employer** **Agency for business consulting “Probenefit Consulting” Sarajevo**
- Type of business or sector Management Consulting, Strategy, business development, transformation, training, export,
- Occupation or position held Founder and business consultant
- Main activities and responsibilities Textiles & Fashion Industry, footwear. tourism, banking, energy, wood, metal, NGO, Strategic and business development, ECC and BSC Training, Marketing , Export trade, Operational Management , HRM, Turn-around management, SME marketing consulting, facilitations,
- Dates (from – to) 18. 08. 2005 – 31. 05. 2006
- **Name and address of employer** **free lance business consultant**
- Type of business or sector Business consulting
- Occupation or position held consultant
- Main activities and responsibilities Business planning, Strategy, ECC and BSC training Marketing, business develop management,
- Dates (from – to) 23. 10. 1993-18. 08. 2005.
- **Name and address of employer** **Sport Federation of Bosnia-Herzegovina M. Tita 9a Sarajevo**
- Type of business or sector Sport business
- Occupation or position held Secretary General / General Manager
- Main activities and responsibilities Strategy and Policy, Sport Management and Marketing, Financing, Human Resources Management, Project Management, International relations,
- Dates (from – to) 01. 10. 1984 – 23. 10. 1993
- **Name and address of employer** **SOFK BiH Dalmatinska 2**
- Type of business or sector Sport administration
- Occupation or position held manager
- Main activities and responsibilities International relations, Project Management, Operational Management, sport marketing,

EDUCATION AND TRAINING
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<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	9-11. 03. , 14-15. 03. 17-18. 03. 2011 <b>EURELSMED</b> Consultant and Trainer Certification Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	16 – 31. 10. 2010 <b>Federal Chamber of Commerce</b> Certification for Management and Board members in state own companies Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	24. 02. 2010 <b>GTZ / Chamber of foreign trade BiH</b> CE marking for export Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	21. 08. -04. 09.. 2009. <b>IIOSS Seminar I Certification</b> Consulting Transformation Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	2-7. 02. 2009. <b>CBI EXPRO</b> EU Export Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	30-31. 10. 2008 <b>Consultant Excellence Skills , TAM – BAS Project EBRD</b> Consulting strategies, Consulting Selling, Consulting tools, Change management consulting, Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	3-4. 04. 2008 <b>Adizes SEE</b> Advance Consulting Skills Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	28-29. 03. 2008 <b>CBI</b> Export Local Consultant – Export Marketing Plan Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> <li>• Principal subjects/skills covered <ul style="list-style-type: none"> <li>• Title of qualification awarded</li> </ul> </li> </ul>	10-11. 11. 2007. <b>GTZ / SDC</b> Advance Consulting Seminar – Change Management Certificate

<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> </ul>	November 2006 – June 2007 <b>CBI Nederland Export Agency</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> </ul>	Export Consultant Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> </ul>	October 2006 – June 2007 <b>GTZ / SDC</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> <li>• Level in national classification</li> </ul>	IX weekend modules, Communications, Presentations, Acquisitions, Fairs, Consulting Marketing, Evaluations, Diagnosis, Consulting Tools, Certificate Specialization
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> </ul>	October – November 2006 <b>EU Training and Consultancy ( EU TAC)</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> </ul>	Consulting Skills Certificate
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> </ul>	8-10. 07. 2004 <b>Council of Europe - Strasbourg</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> <li>• Level in national classification</li> </ul>	Project Management, Change Management, HR Management, Marketing Plan, Certificate Summer School of Management COE
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• <b>Name of organization</b></li> </ul>	06-13. 07. 2003. <b>Council of Europe - Strasbourg</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> <li>• Level in national classification</li> </ul>	Strategic Management, Operational Management, Conflict Management, Fund Raising, Grant writing, Sponsorship, Certificate Summer School of Management COE
<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• Name of organization</li> </ul>	October 1996- July 1997 <b>MIT Center Faculty of Economics Sarajevo, Executive MBA</b>
<ul style="list-style-type: none"> <li>• Principal subjects/skills covered</li> <li>• Title of qualification awarded</li> <li>• Level in national classification</li> </ul>	Management, Marketing, Finance, IT Management, Business English, Diploma Post Graduated Specialization

**PERSONAL SKILLS  
AND COMPETENCES**

MOTHER TONGUE

Bosnian /Serbian /Croatian

**OTHER LANGUAGES**

**[ Language ]**

- Reading skills
- Writing skills
- Verbal skills

English

Excellent

Very good

Excellent

SOCIAL SKILLS AND COMPETENCES	Socially skilled in contacts, Communication and presentation skills and competences, problem solving, conflict resolution, negotiation, facilitations, confidence building, oral& written presentations, non-verbal communication, networking, Voluntary work (in sport and humanitarian over 20 years) Team worker in multicultural environments (international work for over 10 years), participating in projects CBI, GTZ, SDC, EU, UNDP, COE, USAID, ADF, UNESCO, CARE, EBRD, WB, IFC, SIDA, etc.
ORGANIZATIONAL SKILLS AND COMPETENCES	Strategic and systematic thinker, Custom Tailor oriented, Analytical, Project Circle Management, Coordination and Motivation of people, Team worker, Executive manager NGO (12 years), Executive Business manager (5 years), Consulting Manager (3 years)Result driven (CBI), Coaching and Mentoring, Quality focus, Flexibility, Innovative, Man of integrity, All they were acquired in over 100 Seminars, Workshops, Meetings, Conferences, Congresses, etc.
TECHNICAL SKILLS AND COMPETENCES	Computer literate (Microsoft applications: word, excel, power point, outlook, internet explorer, MS project, etc. )
ARTISTIC SKILLS AND COMPETENCES	Music primary school, author of many business articles, handouts, documents, surveys, reports,
OTHER SKILLS AND COMPETENCES	Sport skills (tennis, ski, swimming, basketball, etc) Tourist guide
DRIVING LICENCE (S)	B - category

#### REFERENCES:

##### **CBI – Cor Dieleman:**

Programme manager Industrial Sector, Peter van der Sman –Sector Expert – industrial sector, CBI Contract Export Coaching Programme – Industrial sector

##### **Peter Lichthart – CBI Expert – Lichthart Solution – Snake, Nederland**

##### **GTZ - office Sarajevo:**

Lejla Abdagić, project coordinator Tel. 033 206-307

www. textile-leather-shoes. com

##### **USAID / EI Project – Sanscho Ramshort – Sarajevo 033 – 550 970**

##### **Membership of professional bodies:**

LESPNET – Association of Business Consultants in BiH, Fuad Strik - President.

Network of trainers BiH – Tihomir Knežiček, President.

EU TaC trainers/consultants association

SEE consultancy network – Sabina Nikolic, Project Manager

##### **Udruženje konsultanata BiH - Sinergija**

##### **Apparel Clients:**

**Bellissima, Carmen Line, Calypso, Famaco, Hertex, Mitex, Telma, Kula, Meteortex, Sarajevotekstil,**

##### **Clients SME\*s:**

Elektroprivreda BiH, Sparkasse Bank – Sarajevo, Kompas – Sarajevo, Monting Energetika – Bileće, Paddy Travel – Medjugorje., BDS Gonatchi – Izmir, Turkey, Bossina – Makarska, Croatia

##### **Projects with Public Authorities:**

Ministry of Civil Affairs BiH, City of Sarajevo, Local municipality Novo Sarajevo, Novi Grad, Visoko, Federal Ministry for entrepreneurship,

##### **Projects with Public Organizations:**

Chamber of Commerce, Regional Development Agencies, UTOK (Association for textiles and leader), REDAH, REZ, Privredna Komora Banjaluka

##### **Projects with International Organizations:**

CBI, GTZ, World Vision, EC, SIDA, USAID, UNDP, EBRD

**Specialized in following areas:**

- Management consulting – Strategic and Operational (strategy planning, turn-a-round management, change management, project management, management solutions and therapy, etc. )
  - Business advisory services – matchmaking, business intelligence, lobbying, benchmarking, market and industry analysis, trade,
  - Company assessments – overall and/or separate segments
  - Marketing – analysis, market research and surveys, marketing plans, promotion mix, branding, selling, CRM, training and coaching,
  - Export preparation and consultancy / in-company training and consulting
  - HRM - Communications, Business negotiations techniques and skills, Leadership, Team building, motivation, conflict resolution,
  - Project Cycle Management
  - Entrepreneurship training and consulting
  - Assistance in preparation and application on EU tenders, projects and contract procedures
  - Training / Moderation / Facilitation - to the private and public sector
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**ANNEXES**

Publications in  
Specialized Magazines

- Info com (Foreign trade Chamber of BiH )
  - Poslovne Novine
  - Business 2 Business
  - Business Magazin
  - Instore Magazin
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