



CV

1. Personal Information

| | |
|----------------|---------------------|
| Surname | Tsulaia |
| Name | Ia |
| Mail : | itsulaia@seu.edu.ge |

2. Position and specialty

| | |
|------------------|---|
| Position: | <input checked="" type="checkbox"/> Associated Professor |
| Specialty | Human Resource Management |

3. Academic/Scientific decree

| | |
|---|---|
| Name of the higher education institution | Tbilisi State University |
| Direction/ Specialty | Organization development and consulting |
| Enrollment date | 2014 |
| Dissertation defense date | 2021 expected |
| qualification | PhD |
| Title of the dissertation topic | Change management during mergers and acquisitions |
| Conductor of the theme | Nodar Belkania, professor |

4. Other education

| I | | |
|---|---|-----------------|
| Name of the higher education institution | Vrije Universiteit Amsterdam | |
| Faculty / Specialty | Business Administration, banking and insurance, track finance | |
| Date of the enrollment/Graduation | Beginning (yy) | End (yy) |
| | 2008 | 2010 |
| Qualification | MSc in Business Administration | |
| II | | |
| Name of the higher education institution | Tbilisi State University | |
| Faculty / Specialty | Psychology, social psychology, track management psychology | |
| Date of the enrollment/Graduation | Beginning (yy) | End (yy) |
| | 2001 | 2003 |
| Qualification | Master in Social Psychology | |

5. Professional experience

| Date (mm/yy) | | Employer | Position / duties |
|--------------|---------|---|---|
| -from | -to | | |
| 07/ 2013 | Present | UNDP various programs, EU, USAID various programs, NATO/PDP, ADB, GIZ various programs, PWC, PMCG | HR/OD expert - Deliver consulting service in policy development area to the various governmental agencies |
| 09/2012 – | 06/2013 | Fly Georgia Airline | HR / Administration Director - Implementing entire HR policies and procedures, HR strategy; - Managing and supervising all HR and administration operations; |
| 05/2011- | 09/2012 | Bank Republic, Société Générale Group; | Project Manager - Managing top priority, large scale projects within cross functional teams according PMC methodology - Leading seven commercial and organizational projects for Commercial & Finance Departments, since inception; The major projects ERP and BI implementation; |
| 04/2010 | 10/2011 | Clients: BTA bank, Unicard, Emergency | Independent HR Consultant, Coach; |

| | | | |
|----------|----------|---|---|
| | | center 112, Total internet group, MOF finance academy | <ul style="list-style-type: none"> - Accomplished 6 consultancy projects for public & private companies in Georgia & Netherlands |
| 08/2007 | 08/2008 | PrivatBank | <p>HR Head</p> <ul style="list-style-type: none"> - Facilitated business units to implement new positions and functions after acquisition by PrivatBank; staffed newly opened 48 front office branches; implemented procedures for performance and service management in front offices; - Established training center, Implemented and supervised tailored training process for each business unit; - Implemented actions to promote rebranded corporate identity and new corporate culture. |
| 03/ 2007 | 07/ 2007 | Georgian Public Broadcasting | <p>HR Head</p> <ul style="list-style-type: none"> - Managed HR operations; Delivered motivation schemes and tailored appraisal systems for a production unit; - Delivered structural and process optimization plans. |
| 09/2001 | 03/ 2007 | Foundation for Human Resources Development | <p>HR Manager, Consultant, Trainer</p> <ul style="list-style-type: none"> - HR manager from 2004; - Consulted public organizations on staff related issues and HR systems; - Delivered trainings for various target groups in Georgia, Armenia and Azerbaijan. Main modules: effective communication, leadership, team building, stress management, conflict management, facilitation and etc. |

6. Scientific-pedagogical experience

| Date (mm/yy) | | Higher Education Institutions | Study course / Research project | Learning step |
|--------------|---------|---|---------------------------------|---------------|
| -from | -to | | | |
| 2019 | 2019 | SEU | Social Psychology | Master |
| 2017 | present | SEU | Consulting Project mentor | Master |
| 2018 | present | SEU | Master Thesis mentor | Master |
| 2014 | present | Tbilisi State University | HR management | Master |
| 2011 | 2011 | Tvildiani Medical University | Teaching methodology | PhD |
| 2004 | 2005 | Tbilisi Economic Relations State University | General Psychology | Bachelor |
| 2004 | 2005 | Tbilisi Economic Relations State University | Social Psychology | Bachelor |

7. scientific publications

| Date | Topic of the working theme | Scientific Journal | Publisher |
|------------|---|-------------------------------------|-------------------------------------|
| 2017 (N 6) | Mentoring Practices in Georgian Civil Service | Scientific Journal “ SEU & Science” | Scientific Journal “ SEU & Science” |

8. Other activities

| N | The Name and Description of the Activity |
|---|---|
| 1 | Performance management guideline for local municipalities, UNDP (in publishing process) 2020, co- author |
| 2 | Guideline – Tips for performance evaluation process for local governance representatives (GIZ), 2019, author , published |
| 3 | Civil servant Professional Development Manual, co-author (UNDP), 2018 published |
| 4 | Georgian Professional Civil Servants Performance Evaluation Manual – How to Evaluate and why we are being evaluated, co- author, 2018 (UNDP) published |
| 5 | Manual – Civil servant self – appraisal, appraisal dialogue and professing development (UNDP, British Embassy) co- author 2018 , published |
| 6 | Comments on Civil service law, co- author (USAID, GIZ), 2018, published |
| 7 | To be Kist: between Georgian and Chechen, Changing Identities: Armenia, Azerbaijan, Georgia; Collection of selected works; Heinrich Boell Foundation South Caucasian Office 2011; 126-148 pp, Heinrich Boell research Grant |