

CONTACT

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ADR Zielona Góra, Poland
working nationwide, on-site and online

AREAS OF EXPERTISE

- Strategic HR and HR processes
- Leadership development and management programmes
- Academic teaching
- Coaching to ICF standards
- Organisational culture
- Internal communication and feedback culture
- Panel moderation and podcast hosting

LANGUAGES

Polish — native

German — B2

English — B1, currently improving

TOOLS

AI tools · ERP systems · eRecruiter · Emplo · MS Office · Social media

NATALIA **WARSZAWSKA**

HR CONSULTANT · TRAINER · COACH · LECTURER

Owner of the Institute of Personal Development (Instytut Rozwoju Personalnego), a company that supports organisations through change and develops leadership, resilience and communication skills

I help organisations change effectively. I support companies in **developing people, strengthening leaders and structuring HR processes** so that they genuinely drive the business rather than merely describe it.

I have been teaching at universities since 2009. In HR, I progressed from Recruitment Specialist through HR Manager and HR Director to HR Business Partner and Advisor to the Management Board. I combine the perspectives of HR strategy, organisational management and people development, so change does not end with a workshop but begins in the company's day-to-day operations. **I work systemically: diagnosis first, then solutions.**

15+ years in people and organisational development	**10** years in HR, incl. 5 years as HR Manager and HR Director	**5000+** training hours delivered
700+ people trained	**8** editions of the Manager Academy programme	**3** editions of 4 Layers of Communication and Leadership

OWN BUSINESS

Institute of Personal Development · Owner

11.2023 – present

Zielona Góra · projects across Poland, on-site and online

I design and deliver development programmes for leaders and teams and advise management boards and HR departments. I support organisations through change and build leadership, resilience and communication skills.

4 Layers of Communication and Leadership · Manager Academy · Stop Mobbing, Start Respect · Strategic Interim HR

- Registered in the **Polish Development Services Database (BUR)**; holder of the **SUS 2.0 quality standard** (valid until 2028); delivery of projects co-funded by public training funds (KFS, BUR)
- Creator and host of the podcast **„Podaj Dalej" (Pass It On. Ideas that Connect)**: conversations with leaders and HR experts
- Collaboration with a team of trainers, psychologists and EU funding experts

PROFESSIONAL EXPERIENCE

AKSON Elektro – Technology in Action

08.2022 – 03.2026

HR Consultant	09.2025 – 03.2026
Advisor to the Management Board	11.2023 – 08.2025
HR Business Partner	08.2022 – 10.2023

- Advising the board on people management and leadership development
- Led the project to implement a **feedback culture** across the organisation
- Delivered 2 editions of the **Manager Academy** development programme

EDUCATION

Master's degree, Media and IT Education
University of Zielona Góra · 2004–2009

Bachelor's degree, Social Communication and Journalism
University of Wrocław · 2007–2010

CERTIFICATES

SUS 2.0 Standard
quality certificate for training and development services, awarded to the Institute, valid until 2028

Psychological Resilience Assessment Trainer
2025

Wellbeing Officer Manager
2025

HR Business Partner
4GROW · 2023

ACSTH coaching training
ICF standard

Key Competences Trainer
Centre for Educational Competence Development · 2018

Lubusz Chamber of Coaching certificates
2018–2024

Training certificates available on request.

SELECTED CLIENTS

Zielona Góra Philharmonic · Royalpack · Elerond · Ideal Automotive · RES Global Investment · DBW Polska · AKSON Elektro · Ekoenergetyka Polska · ROCKWOOL Polska · Chata Polska · Mpower · Fanat Group · Lubusz Employers' Organisation (OPZL) · Regional Development Agency · Akademia Blaut · Universities: DSW, WSKZ, WSB Merito, UZ

References available at nataliawarszawska.pl/referencje and on request.

INTERESTS

Psychology · Psychology podcasts · Crime fiction · Volleyball · Forest walks · Personal branding · Writing (blog)

A lover of black coffee and apple pie with cinnamon.

PROFESSIONAL EXPERIENCE (CONT.)

Ekoenergetyka-Polska S.A. — 02.2018 – 07.2022

HR Director 03.2020 – 07.2022
HR Manager 02.2019 – 02.2020
HR Recruitment Specialist 02.2018 – 01.2019

- Built the HR function; **anti-mobbing, anti-discrimination and CSR** policies
- Recruitment and onboarding processes; **200+ hires** recruited personally
- Development budget, internal communication, performance appraisal system
- Social benefits fund, benefits package, company foundation (nursery and kindergarten)
- 3 editions of the **Manager Academy**; represented the company at trade fairs

Owner, Job Coach · Instytut Wizerunku (Image Institute) — 03.2015 – 01.2020
PR, training and coaching services for companies and institutions

Interpersonal Skills Trainer · WSiP — 09.2017 – 09.2019
Education project in the Lubusz region: key competence workshops for teachers

HR Specialist (temporary cover) · ROCKWOOL Group — 10.2017 – 03.2018

Public Relations Specialist · Apexim AB — 06.2014 – 02.2015

Marketing Journalist · University of Zielona Góra, PLATON project — 07.2011 – 05.2014
promoting research, projects, infrastructure and degree programmes through video: interviews, reports, columns, news

ACADEMIC TEACHING

Lecturer · DSW University of Lower Silesia — 10.2025 – present

Lecturer · WSKZ University, Wrocław — 10.2021 – present

Lecturer · WSB Merito University, Gdańsk — 02.2024 – 09.2024

Academic teacher · University of Zielona Góra — 10.2009 – 06.2011

SELECTED TRAININGS AND HR EVENTS

Zwrot Q SOBIE · 3 editions
own personal development programme

People Innovation Day · 10.2026
webinar: company communication (4 Layers)

Babia Góra
workshops for women entrepreneurs

IPMA Poland · lecture
project work culture through transactional analysis

Zielona Góra Business Integrator
lecture: management communication

HR Meetups · 4 events
co-hosting development meetups

Panel discussions and podcasts
incl. Western Economic Forum; „Podaj Dalej" podcast

Lubusz Chamber of Coaching
employer branding training

OPZL · lectures
leadership and psychological resilience

SELECTED COMPLETED TRAININGS

Project management, TenStep methodology · 6-month programme — 2019 – 2020
Ekoenergetyka-Polska · trainer: Piotr Filipiuk, TenStep Poland

Project management according to PMBOK · 6-month programme — 2024
AKSON Elektro · trainer: Grzegorz Dzwonnik, IPMA Poland

Mindgram · development trainings and webinars

Project management know-how helps me implement HR change effectively.

I consent to the processing of my personal data contained in this document for the purposes of the recruitment process in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (GDPR).