






Metka Glas

CONTACT

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SKILLS

- Communicating effectively
- Project management
- Empathy
- Emotional Agility
- Leading positive change
- Event management
- Public relations
- Marketing strategy & communication
- Coaching and mentoring
- Writing
- Content marketing & creation
- Digital & e-mail marketing
- Marketing management
- Business development


LANGUAGES

English: C1

Advanced

Croatian: B2

Upper Intermediate

German: B1

Intermediate

Slovenian: C2

Proficient

EXPERIENCE

Head of Patient & Career Programs

EuropaColon Slovenia - Ljubljana, Slovenia

- 02/2024 - Current
- Preparation of the association's strategy and annual plan
 - Managing, preparing and ensuring the implementation of the association's programmes, projects and operations
 - Preparation and implementation of specific programmes for patients and careers
 - Maintaining the association's website
 - Editing the association magazine Koloskop and e-newsletter
 - Responsible for the association's fundraising
 - Cooperation and communication with all key stakeholders

Business Trainer & Professional Team Coach

Smart Growth, Founder - Dol pri Ljubljani, Slovenia

- 04/2021 - Current
- Managing Change & Reinvention Trainings
 - Leadership Trainings
 - Individual, Group & Team Coaching
 - Communication Trainings
 - Caregiver Coaching

Head of Operations

CEED Slovenia - Ljubljana, Slovenia

- 09/2022 - 05/2023
- Responsible for AWE (Women Entrepreneurs) Programs
 - Responsible for Leadership Programs (First time leaders, Advanced leaders)
 - Organizing monthly events for members and guests
 - Moderating programs

Head of Strategic People Development

Skaza Expectations - Velenje, Slovenia

- 05/2021 - 10/2022
- Fostered a culture of continuous learning and professional growth through innovative learning opportunities.
 - Managed the talent development process, including succession planning and high-potential employee programmes.
 - Collaborated with senior management to align people development initiatives with overall business strategy.
 - Implemented mentoring and coaching schemes to support individual development and career progression.

Head of Learning & Development

Studio Moderna Group - Ljubljana, Slovenia

- 04/2014 - 04/2021
- Developed and delivered comprehensive learning and development programmes tailored to organisational needs.
 - Led the design and implementation of e-learning modules to facilitate remote training opportunities.
 - Coordinated with external training providers to source specialised programmes for staff development.
 - Created and executed innovative and effective learning strategies, designing to improve employee expertise and boost company talent.
 - Evaluated training effectiveness through feedback surveys and performance metrics, adapting strategies as needed.
 - Fostered an inclusive learning environment, ensuring accessibility of training resources for all employees.
 - Implemented mentoring and coaching schemes to support individual growth and career development.
 - Managed the annual training budget, maximising resources to support strategic learning initiatives.
 - Facilitated engaging workshops and training sessions to enhance employee skills and knowledge.
 - Collaborated with department heads to align learning and development strategies with business objectives.
 - Championed a culture of continuous learning and professional development across the organisation.
 - Implemented **employee engagement** surveys and focus groups to gauge satisfaction and identify areas for improvement.

Course Manager, Internal Talent Academy

Studio Moderna Group - Ljubljana, Slovenia

- 09/2010 - 10/2014
- Designed and executed internal Direct Marketing Academy Program
 - Mentored students for Individual Assignments and Group Projects
 - Planned training programme
 - Managed daily operations by overseeing financials, Key Performance Indicators (KPIs) and program performance.

Head of Brand Protection

Studio Moderna Group - Ljubljana, Slovenia

- 09/2012 - 04/2014
- Established and managed brand protection strategies
 - Collaborated with brand managers, marketing and sales
 - Fostered strong relationships with partners
 - Provide trainings for local managers
 - Monitored performance and develop brand protections plans

Brand Director

Studio Moderna Group - Ljubljana, Slovenia

- 10/2001 - 09/2012
- Developed and implemented comprehensive brand strategy, enhancing company image and market presence.
 - Led cross-functional teams in the execution of marketing campaigns, achieving targeted objectives and metrics.
 - Helped teams reach ambitious sales objectives with multi-channel marketing campaigns.
 - Managed product launches, coordinating efforts across departments for seamless execution.

- Facilitated workshops and training sessions on brand guidelines for internal teams.
- Managed international team

EDUCATION

Faculty of Economics

University of Ljubljana - Ljubljana

- Marketing Field

Caregiver Coaching Program

MCI Medical Counseling Institute - Israel

- Professional Caregiver Coach

Certified Practitioner in Team Coaching

Global Team Coaching Institute

Certified Reinvention Practitioner, CRP

Reinvention Academy