

Monica Cristiana Panea

Human Performance & Preventive Profiling Architect

Executive Master Coach | NLP Trainer | Mindset Profiler | Programme Co-Creator | Communication & Human Development Strategist

Bucharest, Romania International & online engagements	linkedin.com/in/panea-monica/
linkedin.com/in/panea-monica/	mindsteep.com coevolve.ro academianlp.org atcoach.ro

150+	4,000+	c. 3,000	30,000+
programmes co-created	training participants	coaching clients	assessment profile reports

Executive Profile

Monica Cristiana Panea is a Human Performance and Preventive Profiling Architect, executive master coach, NLP trainer, mindset profiler and co-creator of proprietary training, coaching, assessment and human-development methodologies. Her work connects executive coaching, behavioural modelling, communication, leadership development, resilience, theology, community dynamics and AI-enabled learning systems.

With more than three decades of professional activity across management, coaching, training, research and programme development, she has worked with approximately 3,000 individual coaching clients and more than 4,000 individual training participants. Her confidential engagements span automotive, pharmaceutical, IT&C, intelligence, political, retail and sales-network environments.

She has co-created more than 150 distinct proprietary training and development programmes, contributed to complete learning systems including research, curricula, manuals, workbooks, assessments and certification frameworks, and trained more than 200 coaches and trainers. Her work is connected to more than 30,000 assessment profile reports processed through MindSteep and affiliated programme frameworks.

Authority Platform

- Executive, life and performance coaching for individuals, leaders, teams and professional-development contexts
- NLP training, New Code NLP modelling, mindset profiling and behavioural transformation
- Proprietary programme architecture, curriculum design, assessment frameworks and certification systems

- Anxiety, resilience, stress management and preventive behavioural development
- Communication, community development, theology, values and relationship-design research
- AI-enabled coaching, assessment, learning-agent methodology and conversational programme architecture

Professional Leadership Experience

MindSteep Consulting & Training | 2020-Present. Vice President | Professional Training & Development Manager

- Contributes to the development of proprietary human-performance profiling, assessment, coaching and training systems.
- Coordinates professional-training architecture, curriculum design and development pathways across proprietary programmes.
- Supports the integration of mindset profiling, leadership development, behavioural analysis and AI-enabled learning into client-facing solutions.

CoEvolve Romania / CoEvolve Association | 2006-Present. Co-Founder | Vice President | Communication & Interdisciplinary Programme Development

- Co-develops interdisciplinary programmes in human development, education, communication, leadership, community dynamics and human-AI collaboration.
- Contributes to proprietary methodologies, conceptual frameworks, communication platforms and applied research programmes.
- Supports communication strategy, community-development initiatives and partnership-oriented programme architecture.

Academia NLP Romania | 2013-Present. Senior Partner | Co-Trainer | NLP Training & Certification Programmes

- Delivers and co-develops NLP, New Code NLP, modelling, coaching and human-development training programmes.
- Contributes to practitioner, master, modeller and coaching curricula, including learning materials and certification frameworks.
- Supports applied behavioural modelling, communication training and professional-development pathways.

AtCoach | 2012-Present. Executive Master Coach

- Provides executive, life, performance and team coaching for individual clients and professional-development contexts.
- Works with assessment-informed coaching, mindset profiling, transformation analysis and accountable development assignments.
- Supports coaching engagements in Romanian and English, online and face-to-face.

Thor Systems | 1994-2012. Managing Director

- Led management, strategy, communication and business-development activity in a long-running entrepreneurial context.
- Contributed to marketing, advertising, public communication and legal-background projects during Romania's early post-communist business development period.

Visual Arts Foundation | 1991-1993. Assistant Manager

- Supported organisational, communication and management activities in a cultural and civil-society context.

Selected Strategic & Research Projects

- Post-communist social-needs and business-opportunity studies connecting civil society and developing business communities in Romania
- Legal solutions for marketing and advertising campaigns; communication strategy and implementation projects
- Outdoor-advertising perception measurement and multiagency outdoor-advertising management studies
- Risk-management capability development for educational markets and Black Sea Region intercultural-matching research
- MindSteep Mindset Performance and Vulnerability Profiling Assessment development
- Human Key Vulnerability Indicators for cybersecurity and cognitive tools for social-engineering prevention
- Motivation, teleology and relationship-profile evaluation for NGO, community and religious-community contexts
- Anxiety and stress-management curricula, team performance mindset profiling and sustainable-community relationship design
- AI-assisted learning, stress-management coaching and non-classical education platforms through proprietary prompt engineering and specialist content

Coaching, Profiling & Human Performance

Executive Master Coaching

Monica Panea's coaching practice integrates executive and life coaching, NLP modelling, mindset profiling, values analysis, communication, resilience and developmental assignments. Her work is positioned for individuals, leaders, teams and professionals seeking precise development rather than generic motivation.

Coaching Scope

- Executive, life, performance and team coaching
- Career evolution, professional identity, communication and leadership development
- Anxiety, stress, resilience and preventive behavioural development
- Values, motivation and teleology analysis in personal, organisational and community settings
- Delivery in Romanian and English; individual, group, online and face-to-face formats

Professional Reach

Approximately 3,000 individual coaching clients. Confidential engagements across automotive, pharmaceutical, IT&C, intelligence, political, retail and sales-network environments. Coaching and professional-development activity delivered in Romania and internationally, including online formats.

Training & Certification Authority

- Creator / co-creator of 150+ distinct proprietary training and development programmes
- 4,000+ individual training participants, separate from coaching clients
- 200+ coaches and trainers trained
- Complete learning systems: research, curricula, manuals, workbooks, assessments and certification frameworks
- Programme duration from several-hour interventions to two-year development journeys
- Training delivery in Romania, the United Kingdom and the United States
- Proprietary programme certificates issued through MindSteep, CoEvolve and Academia NLP Romania and signed by programme creators or authorised trainers

Signature Programmes & Proprietary Methodologies

MindSteep Mindset Performance and Vulnerability Profiling Assessment. Assessment and profiling system for mindset patterns, motivations, attitudes, values, vulnerabilities and performance-development priorities.

Performance & Preventive Profiling. Human performance and vulnerability preventive mindset profiling, assessment and coaching tools.

Anxiety & Stress Management. Applied training and coaching curricula for anxiety, resilience, stress management and performance stability.

Protection Behavior Shield. Cognitive tools designed to help recognise and block cyber social-engineering tactics.

People Cyber Screen. Human-vulnerability and social-engineering risk assessment methodology for cybersecurity contexts.

Academia NLP Practitioner, Master & Modeler Curricula. NLP and New Code NLP curriculum architecture, training materials and certification pathways.

Sustainable Community / Relationship Design. Relationship KPI evaluation, community design and interpersonal-profile analysis for sustainable communities.

Nihil Sine Deo. Eight-step integrative Christian theology of healing; connected to ongoing doctoral research on healing through faith.

Interdisciplinary Research & Development

Monica Panea contributes to an interdisciplinary R&D portfolio developed with Ovidiu Panea, CoEvolve and MindSteep. The portfolio connects human cognition, education, wellbeing, communication, spirituality, leadership, cybersecurity awareness, community relationships and human-AI collaboration.

R&D Domains

Human Performance & Profiling. Mindset modelling, vulnerability indicators, motivations, values, competencies and transformation priorities.

Communication & Community Development. Interpersonal relations, community formation, member acceptance, matching and sustainable-relationship design.

Anxiety, Resilience & Preventive Behaviour. Stress management, anxiety-management curricula, cyber social-engineering resistance and preventive behaviour.

Theology, Healing & Transformation. Christian communication, healing through faith, integrative theology and spiritual dimensions of human development.

Learning Systems & Certification. Curricula, manuals, workbooks, assessments, certification frameworks and trainer/coach development systems.

AI & Digital Learning. Prompt engineering, conversational architecture, specialist content and AI-enabled coaching or learning-agent methodology.

Published Works & Proprietary Methodological Publications

PowerLeaders | 2016. Co-authored proprietary methodology / methodological publication on leadership performance and vulnerability mindset profiling.

Protection Behavior Shield | c. 2018. Co-authored proprietary cybersecurity-awareness and preventive-behaviour methodology.

Anxiety Management | 2019. Co-authored applied framework for anxiety, resilience and performance management.

How We Know What We Know | c. 2020. Co-authored New Code NLP epistemology work.

People Cyber Screen | 2021. Co-authored human-vulnerability and social-engineering risk assessment methodology in cybersecurity.

The Frontline Management Agent | 2024-2026. Co-authored evaluation, scoring and development methodology; also implemented as a functional AI agent.

57 Leadership Skills Agent | 2024-2026. Co-authored leadership competency evaluation and development methodology; also implemented as a functional AI agent.

Effective Sales Agent | 2024-2026. Co-authored sales evaluation, development and coaching methodology; also implemented as a functional AI agent.

The Rebel Entrepreneur | 2026. Co-authored entrepreneurship, innovation and business performance work.

AI & Digital Platform Portfolio

Co-author and programme-methodology contributor responsible for proprietary methodology, assessment design, specialist content, conversational architecture and prompt engineering. Software-programming authorship is not asserted unless separately documented.

StressFree.help. AI-assisted stress-management coaching concept involving LLM prompt engineering and specialist model-training content.

HomEdu. Nonformal and non-classical learning platform and AI trainer methodology for undergraduate education contexts.

Frontline Management Agent. Functional AI agent supported by a management-development evaluation, scoring and development methodology.

57 Leadership Skills Agent. Functional AI agent for leadership competency assessment and development.

Effective Sales Agent. Functional AI agent for sales capability assessment, development and coaching.

Protection Behavior Shield. Cybersecurity social-engineering awareness and prevention methodology with digital-learning potential.

Digital Properties

academianlp.org | atcoach.ro | powerleader.co.uk | mindsteep.com | coevolve.ro

Education, Certifications & Professional Development

Master of Laws. Bucharest Hyperion University | 1990-1995

NLP Business Practitioner. AD International, Julie Hay, Peter Emery | 2002-2003

Modeling Complexity. Florin Colceag | 2006-2007

Six Thinking Hats Trainer & Facilitator. de Bono Thinking Systems | 2009

Lateral Thinking Diploma. de Bono Thinking Systems | 2009

Homeopathy Certified Practitioner. Resonance School of Homeopathy | 2009-2015

Certified NLP Master Practitioner. Society of NLP | 2011

NLP New Code Modeler & Coach. Academia NLP | 2011-2012

Certified NLP Trainer. Academia NLP | 2012-2013

Train the Trainers Certificate. Ministry of National Education | 2014

IWAM & VSQ Trainer and Consultant. jobEQ | 2014-2015

Bachelor of Social Work and Theology. University of Bucharest | 2015-2018

Master of Biblical and Ecclesial Communication. University of Bucharest | 2016-2018

Mindset Profiling and Modeling Trainer. IMMPA | 2019-2020

Mental Health Facilitator. The Center for Credentialing & Education | 2021

PhD Student. University of Bucharest | 2021-Present | active doctoral research on healing through faith

Specialist Credentials

- Executive Master Coach and NLP Trainer
- NLP New Code Modeler & Coach
- Six Thinking Hats Trainer & Facilitator
- IWAM & VSQ trainer and consultant
- Mental Health Facilitator
- Homeopathy Certified Practitioner
- Trainer and curriculum co-creator within proprietary MindSteep, CoEvolve and Academia NLP Romania programmes

Languages & Technical Capabilities

Romanian - Native | English - C2 | French - B2

- Microsoft and general productivity environments
- Management, leadership, presentation, training and facilitation skills

- Mindset profiling, behavioural modelling and assessment-informed development
- Prompt engineering, conversational architecture and AI programme-methodology design
- Driving licence B

Evidence & Confidentiality Note

Client names and project identities are intentionally anonymised. Quantitative indicators are presented as confirmed approximate figures supplied for this authority profile and should be treated as professional-scope indicators rather than audited financial or institutional statistics.

Personal Information

Base: Bucharest, Romania | Available for projects across Romania, international travel and online delivery

LinkedIn: [linkedin.com/in/panea-monica/](https://www.linkedin.com/in/panea-monica/)

Professional Positioning

Monica Cristiana Panea works at the intersection of executive coaching, human performance, preventive profiling, NLP training, communication, theology, community development, research and artificial intelligence. Her professional portfolio is designed for strategic partnerships, corporate contracting, conferences, research sponsorships, programme licensing, certification systems and complex human-development engagements.

Engagement Fit

- Strategic partnerships around proprietary coaching, profiling, training and certification systems
- Corporate human-development, leadership, resilience, communication and assessment programmes
- Research and sponsorship conversations around preventive profiling, human vulnerability, learning systems and healing through faith
- Conference, workshop and executive-education formats for leadership, NLP, mindset profiling, anxiety management and community development
- Programme licensing, trainer development and implementation of proprietary methodologies through authorised frameworks
- AI-enabled coaching, learning-agent and assessment-methodology projects where her role is methodology, specialist content and conversational architecture