

Ovidiu Panea

Human Performance & Transformation Architect

Founder & CEO | Executive & Precision Coach | Master Trainer | Mindset Profiler | R&D and AI Programme Creator

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

35+ years in business	150+ programmes created	4,800+ profiles personally analysed	30,000+ profiles processed
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Executive Profile

Ovidiu Panea is a Human Performance and Transformation Architect, entrepreneur, executive coach, master trainer, mindset profiler and creator of proprietary methodologies, assessment systems and AI-enabled development programmes. His work connects behavioural modelling, learning design, leadership, business strategy, interdisciplinary research and human-AI collaboration.

With more than 35 years of entrepreneurial and business experience, nearly two decades in life coaching and 15 years in executive, performance and training practice, he has worked with more than 2,000 individual and group coaching clients and more than 4,000 training participants across IT&C, automotive, pharmaceutical, complex sales, cybersecurity, intelligence and political environments.

He has personally conducted and analyzed more than 4,000 human-performance profiles; more than 30,000 profiles have been processed through affiliated organisations and assessment instruments. He has created more than 150 distinct training programmes and trained more than 200 coaches and trainers. His programmes range from short executive interventions to two-year learning journeys and have been delivered in Romania, the United Kingdom and the United States.

Authority Platform

- Human performance modelling, mindset profiling and evidence-led transformation analysis
- Executive, Life and Precision Coaching for individuals, leaders, teams and entrepreneurs
- Leadership, Culture, Career, M&A integration and high-performance team development
- Proprietary methodology, curriculum, assessment and certification-system design
- Interdisciplinary R&D spanning cognition, education, wellbeing, governance, relationships and entrepreneurship
- AI programme architecture, conversational design, specialist content and prompt engineering

Professional Leadership Experience

MindSteep Consulting & Training | 2019-Present

Founder & CEO | Head of Learning & Development

- Leads the development of proprietary human-performance profiling, assessment, coaching and training systems.
- Creates programmes integrating mindset modelling, leadership development, behavioural analysis and AI-enabled learning.
- Coordinates multidisciplinary teams spanning software development, coaching, training, research, sales and project management.

CoEvolve Romania / Asociația CoEvolve | 2006-Present

Co-Founder | President | Senior Partner

- Initiates and leads interdisciplinary R&D programmes in human performance, education, leadership, governance, entrepreneurship and human-AI collaboration.
- Develops proprietary methodologies, conceptual frameworks, digital tools and partnership programmes.
- Leads strategic partnerships, conferences, research-funding and sponsorship initiatives.

Academia NLP Romania | 2011-Present

Founder & CEO | Managing Director | Chief of AI Strategic Development

- Leads NLP certification, coaching, training and applied human-development programmes.
- Creates curricula in NLP, behavioural modelling, accelerated learning and performance development.
- Directs the integration of AI into learning, coaching, assessment and professional-development solutions.

International Trainers & Coaching Academy of NLP (ITCA NLP) | 2011-Present

Member | International Coaching Certification Provider

- Authorised to deliver internationally certified coaching programmes and certifications within the ITCA NLP framework.

AEquilibrEA | 2010-2024

Senior Partner

- Contributes senior expertise in coaching, training, profiling and human-performance development.

Centre for Complex Studies | 1993-2001

Co-Founder

- Conducts and supports research in complexity science, systems thinking and applied human development.

Thor Systems | 1994-2012

Managing Director - Strategy, Marketing & Advertising Consulting

- Led strategic consulting engagements in marketing, communication, organisational development and business performance.

Chiminform Data Network | 1992-1994

Managing Director

- Managed information-technology and data-networking solutions during the early development of Romania's digital business environment.

Selected Strategic & Research Projects

- National-brand and creativity-positioning research; post-communist social-needs and business-opportunity analysis
- Strategic planning for public-information systems and communication-risk management
- Marketing strategy for an early online scientific-knowledge database and digital copyright-protection research
- Outdoor-advertising perception measurement, national marketing strategy and regional-summit communication
- Risk-management capability development, intercultural matching and crisis-opportunity strategy
- Leadership vulnerability profiling, cybersecurity human-risk assessment and AI-assisted learning systems

Coaching, Profiling & Human Performance

Precision Coaching

A proprietary assessment-driven coaching methodology created by Ovidiu Panea to establish a precise relationship between mindset, motivation, values, competencies, transformation needs and clearly defined performance objectives.

- Combines structured interviews, questionnaires, analytical algorithms and AI-enabled applications.
- Uses specific objectives, focused interventions and accountable assignments between sessions.
- Applied in executive performance, life development, career planning, entrepreneurship, accelerated learning and organisational transformation.

Proprietary Assessment Ecosystem

MindSteep Profiling. Mindset patterns, internal drivers, motivations, interests, attitudes and values.

Leadership Profiling. Leadership potential and performance across approximately 100 leadership competencies.

Transformation Analysis. Wants, needs, challenges and transformation priorities forming the basis of a focused coaching plan.

Competence Analyzer. Fact- and evidence-based analysis of competencies, gaps and development priorities.

Coaching Scope

- Executive and leadership performance; individual and team performance
- Career planning, professional evolution and entrepreneurial capability
- M&A leader and team assessment, cultural compatibility, leadership integration and post-merger coaching
- X-Team formation, alignment and high-performance development

- Academic upgrade, accelerated learning and learning-system performance
- Delivery in Romanian and English; individual, group, online and face-to-face formats

Professional Reach

More than 2,000 individual and group coaching clients. Confidential engagements across IT&C, automotive, pharmaceutical, cybersecurity, intelligence, political and complex sales-network environments. Coaching delivered in Romania and the United States.

Training & Certification Authority

- Creator of 150+ distinct proprietary training and development programmes
- 4,000+ 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 hours to two years
- 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

High-Performance Leadership in a VUCA World. Leadership performance, adaptability, decision-making and team effectiveness in volatile, uncertain, complex and ambiguous environments.

Academic Upgrade. Accelerated learning and meta-education designed to improve cognitive performance and academic development.

Political Avatar. Political leadership, profiling and strategic communication incorporating the design of a coherent communication avatar.

Hybrid Career Planning. Career development for hybrid, rapidly changing and AI-transformed professional environments.

The Rebel Entrepreneur. Entrepreneurial development, unconventional innovation and high-performance business creation; accompanied by a published book.

Marketing Disruption Techniques in an Algorithmic World. Disruptive positioning, algorithmic environments, AI-enabled communication and contemporary market behaviour.

Performance Modelling. Identification, decoding and transfer of behavioural, cognitive and strategic patterns associated with high performance.

Performance Profiling for Excellence. Assessment-led identification of mindset, motivation, values, competencies and development priorities.

X-Team. Proprietary team and leadership-development methodology for high-performance team formation, alignment and adaptability.

Political Agile. A proprietary political-leadership and strategic-communication methodology created by Ovidiu Panea. Political Agile integrates leadership profiling, values and motivational analysis, strategic identity, communication-avatar design, message architecture, adaptive public communication and AI-assisted modelling.

Programme Portfolio Areas

- Leadership, team development and organisational change
- Stress management, wellbeing and emotional performance
- Accelerated learning, academic development and meta-education
- Career design, competence development and entrepreneurship
- Community and relationship matching
- Communication, marketing, sales and public influence
- Cybersecurity awareness and human-vulnerability resilience
- Human-AI collaboration, prompt engineering and adaptive coaching

Interdisciplinary Research & Development

Ovidiu Panea initiated and developed, in partnership with CoEvolve, an interdisciplinary R&D portfolio connecting human cognition, education, wellbeing, leadership, governance, relationships, entrepreneurship, career development and human-AI collaboration.

R&D Domains

Cognition & Meta-Education. Cognitive processes, advanced learning, adaptive education and intellectual performance in technological and post-AI contexts.

Integrated Wellbeing. Integrative health, prevention, nutrition, adaptive movement, emotional balance and spiritual wellbeing.

Leadership & Governance. Public leadership, decision-making, organisational and political governance and decision-impact analysis.

Spirituality & Transformation. Inner transformation, values, existential meaning and ethical or cultural models of human development.

Human Relationships & Family. Communication, compatibility, social cohesion, couple and community development.

Entrepreneurship & Innovation. Disruptive innovation, AI in business and sustainable economic value creation.

Career & Professional Evolution. Profiling, competence development, career planning and intelligent assistance for professional evolution.

Selected R&D Programmes

Human Insight Analytics Program. Cognitive, motivational and values-based profiling for HR, education, public administration and policy.

Transformative Leadership Lab. Research and testing of agile, responsible and ethical leadership models, including X-Team and Political Agile.

Behavioral Performance Engine. Correlating behavioural indicators with financial and operational performance and strategic benchmarking.

AI + Human Synergy Accelerator. Digital education, human-AI collaboration, prompt engineering, cognitive resilience and misinformation awareness.

NextGen AI Learning & Coaching. Transformative education and adaptive coaching for continuous post-AI learning.

Entrepreneurship & Life Design Toolkit. Tools for autonomy, entrepreneurship, productivity, decision-making and community education.

AI Ethical Influence & Communication Studio. Responsible AI-assisted public communication and ethical influence in leadership, media and politics.

Published Works & Methodological Publications

PowerLeaders | 2016

Leadership performance and vulnerability mindset profiling.

Protection Behavior Shield | c. 2018

Cognitive tools supporting cybersecurity awareness and preventive behaviour.

Anxiety Management | 2019

Applied framework for anxiety, resilience and performance management.

How We Know What We Know | c. 2020

A New Code NLP epistemology work.

People Cyber Screen | 2021

Human-vulnerability and social-engineering risk assessment in cybersecurity.

The Rebel Entrepreneur | 2026

Unconventional entrepreneurship, innovation and business performance.

The Frontline Management Agent | 2024-2026

Evaluation, scoring and development methodology; also implemented as a functional AI agent.

57 Leadership Skills Agent | 2024-2026

Leadership competency evaluation and development methodology; also a functional AI agent.

Effective Sales Agent | 2024-2026

Sales evaluation, development and coaching methodology; also a functional AI agent.

AI & Digital Platform Portfolio

Creator and AI Programme Architect responsible for concept development, proprietary methodology, assessment design, specialist content, conversational architecture and prompt engineering.

HomEdu. Functional educational platform.

Leadership Mentor. Functional AI-only leadership development agent.

Frontline Management Agent. Functional AI agent supported by a published management-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.

Political Avatar. Political-leadership, communication-avatar and human-AI engagement R&D platform; operational status not asserted.

Digital Properties

academianlp.org | mindsteep.com | coevolve.ro | homedu.org | nlpcoaching.me | amp.ro | powerleader.co.uk | politicalavatar.com

Education, Certifications & Professional Development

Chemical Engineering

Bucharest Polytechnic Institute | 1981-1986

Computer Science

MacNet Development | 1991-1993

Applied Complexity

Centre for Complex Studies | 1994-1995

Marketing & Public Relations

Frost & Sullivan | 1995-1996

Fractal & Complexity Studies

Prof. Florin Colceag | 2009-2010

Six Thinking Hats Trainer & Facilitator

de Bono Thinking Systems | 2009-2010

NLP New Code & Applied Cognitive Science

NLP Academy | 2010-2011

Certified NLP Trainer - Human Development & Modelling

ITCA NLP / NLP Academy | 2011

Certified Associate Partner - iWAM

jobEQ Belgium | 2014

Certified Associate Partner - Values Systems Questionnaire (VSQ)

jobEQ Belgium | 2014

Mindset Profiling & Modelling

IMMPA | 2019-2020

Specialist Credentials

- NLP Trainer trained by Dr. John Grinder, Carmen Bostic St. Clair and Michael Carroll
- ITCA NLP member and international coaching certification provider
- iWAM Certified Associate Partner - workplace attitude and motivation profiling
- VSQ Certified Associate Partner - individual and organisational values systems and culture
- Six Thinking Hats Certified Trainer and Facilitator - de Bono Thinking Systems
- IMMPA mindset modelling and profiling practitioner

Languages & Technical Capabilities

Romanian - Native | English - Advanced | French - Advanced

- Microsoft, Google and Adobe productivity environments
- WordPress and HTML
- Prompt engineering, conversational architecture and AI programme design
- Lateral thinking, deductive and inductive reasoning
- Human Prompt Engineering and high-performance education

LinkedIn Skills & Peer Endorsement Snapshot

LinkedIn endorsement counts are included as a historical peer-recognition snapshot. They complement, but do not replace, documented experience, credentials and programme ownership.

Skill	Endorsements	Skill	Endorsements
Change Management	45	Organizational Development	9
Coaching	41	Entrepreneurship	8
Strategy	29	Executive Coaching	8
Management	27	Leadership Development	8
Business Strategy	23	Start-ups	7
Management Consulting	21	Public Relations	6
Project Management	17	Performance Management	6
Program Management	16	NLP	5
Leadership	15	Team Building	5
Business Planning	13	Marketing Communications	4
Negotiation	12	Human Resources	3
Training	11	Personal Development	3
Strategic Planning	9	Team Leadership	3
New Business Development	9	Analysis	2
Business Development	9	Marketing	2
Team Management	9		

Personal Information

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

Professional Positioning

Ovidiu Panea works at the intersection of human performance, behavioural modelling, leadership, learning, entrepreneurship, interdisciplinary research and artificial intelligence. His professional portfolio is designed for strategic partnerships, corporate contracting, conferences, research sponsorships, programme licensing and complex transformation engagements.