

Živa Veingerl Čič, MSc.

Živa Veingerl Čič, PhD. Student at University of Maribor, Faculty of Economic and business, Razlagova 14, Maribor, SI 2000, Slovenia, ziva.veingerl.cic@gmail.com ; MSc. in Economic Policy and Business Sciences. She is upgrading her theoretical knowledge permanently by the practical work, especial in the field of Human Resource Development and Coaching. She has 11 years of experience in banking sector as Head of Education and Head of Human Resources and Communication department. She also worked as Counsellor and Researcher for SME. She completed up her theoretical knowledge permanently by her practical work. From 1995 she was employed as counselor, researcher and lecturer in Economic Institute Maribor. Her working areas were marketing, communication, strategy and management. She recieved scholarship Leonardo da Vinci and worked as exchange expert in Institut für Gewerbe- und Handwerksforschung in Vienna. After more than 7 years in EIM she joined the bank Probanka. Last 6 years her working focus was studying and implementing various models of HRM practices in the bank. Special attention was given to the employee Performance Management, with a focus on methods of MBO and coaching. After 11 years of working in the banking industry she chose an independent career. She was/is actively involved in research projects in different branches and works as consultant and coach for companies.