

2026

# EduStudio's live training Indicative catalogue

# How to use this catalogue?

All our trainings are designed **tailor-made**. We don't deliver "off-the-shelf" topics — we adapt every program to your context, your people, and the challenges you're facing.

This catalogue is here to **inspire and explore** the areas we cover, not to limit the conversation.

Think of it as a starting point. If you recognize a need, a challenge, or a situation you'd like to improve, we work with you to shape the right learning experience.

Our role is simple: to understand the problem and support its resolution through meaningful, practical learning.

# Content

## Our areas of expertise

Strategy & Leadership

Change & Transformation

People management

Team & Culture

Self-Management & Resilience

Communication

Compliance and ethics

AI & Digital Skills

Finance

Marketing

Personal brand and visibility

## Our experts

Miro Smolovic

Antony Michail

Tim Kemp

Milana Malesev

Lazar Dzamic

Nemanja Djerkovic

An aerial photograph of a diverse landscape. The top left shows a reddish-brown, sandy or silty area with sparse, low-lying vegetation. To the right, there's a lighter, more textured area, possibly a different soil type or a dry riverbed. The bottom left features a dark, dense forest. The bottom right is a large, dark, flat area, likely a wetland or a different type of forest. The overall scene is a mix of natural terrain and vegetation.

Our areas of  
expertise

# Strategy & Leadership

If strategy feels disconnected from everyday work, leaders are pulled between short-term pressure and long-term direction, or goals exist but don't translate into action — this topic is for you. Strategy and leadership skills help organizations create clarity, align people around priorities, and turn vision into concrete decisions and behaviors. When leaders understand how to set meaningful goals, influence stakeholders, and lead in a fast-changing world, the business gains focus, momentum, and direction that actually sticks.

Topic	Trainer	Target group	Language	Duration
Personal and operative goal setting	Miro Smolovic	All Employees	EN/RS	1 day
Strategy & Leadership	Miro Smolovic	Managers	EN/RS	1 day
Corporate and Business strategy	Miro Smolovic	Managers	EN/RS	1 day
Leadership in 21st century	Miro Smolovic	Managers	EN/RS	1 day
Turning Strategy into Personal Action	Miro Smolovic	All Employees	EN/RS	4 + hours
Strategic Influence & Stakeholder Management	Miro Smolovic	Managers	EN/RS	4 + hours

# Change & Transformation

If change initiatives stall, teams resist new ways of working, or “great plans” get lost somewhere between leadership decks and daily reality — this topic is for you. Change and transformation skills help organizations move from intention to action by aligning people, communication, and structure. When employees understand why change is happening and managers know how to lead it, transformation becomes a shared journey instead of a constant uphill battle.

Topic	Trainer	Target group	Language	Duration
Building Agile Teams in Non-Agile Departments	Antony Michail	Managers	EN	4 + hours
Change Management	Miro Smolovic	Managers	EN / RS	1 day
Communicating Change effectively	Tim Kemp	All Managers	EN	1 day

# People management

If managers feel stretched between results and people, struggle to motivate different personalities, or are unsure how to develop, reward, and support their teams — this topic is for you. People management skills help leaders turn everyday interactions into moments that drive performance, engagement, and growth. When managers know how to delegate, coach, give meaningful feedback, and lead across hybrid and multi-generational teams, the business gains stronger ownership, better results, and healthier teams.

Topic	Trainer	Target group	Language	Duration
Manager as a Support for Employee Development	Milana Malesev	Managers	EN/RS	1 day
Fundamentals of Reward and Compensation for Managers	Milana Malesev	Managers	EN/RS	1 day
Employee motivation	Miro Smolovic	Managers	EN/RS	1 day
How to delegate effectively	Miro Smolovic	Managers	EN/RS	1 day
Performance feedback, meaningful metrics and Contribution	Tim Kemp	Managers	EN	1 day
Managers as coaches	Tim Kemp	Managers	EN	1 day
Leading a hybrid workforce.	Tim Kemp	Managers	EN	4-8

# Team & Culture

If collaboration breaks down into silos, teams avoid difficult conversations, or trust feels fragile — this topic is for you. Team and culture skills help organizations create environments where people feel safe to speak up, learn from mistakes, and support one another's development. When teams understand group dynamics, psychological safety, and shared responsibility, performance improves naturally and leadership becomes a collective effort, not a solo act.

Topic	Trainer	Target group	Language	Duration
"Tribal" Mentality in Organizations – Support It or Challenge It?	Milana Malesev	Managers	EN/RS	1 day
The Drama Triangle and Its Antithesis	Milana Malesev	All Employees	EN/RS	1 day
Creating a Peer-Coaching culture	Tim Kemp	Managers	EN	4 + hours
Building psychologically safe teams	Tim Kemp	Managers	EN	1 day
Building psychologically safe remote teams	Tim Kemp	Managers	EN	1 day
E-DISC team assessment	Tim Kemp	Managers	EN	1 day

# Self-Management & Resilience

If people feel constantly stretched, struggle to manage stress, emotions, and priorities, or find it hard to stay focused and effective under pressure — this topic is for you. Self-management and resilience skills help individuals regulate their energy, emotions, and reactions, so challenges don't turn into burnout or conflict. When employees know how to manage stress, handle difficult interactions, and stay grounded during change, organizations gain steadier performance, healthier teams, and people who can sustain results over the long run.

Topic	Trainer	Target group	Language	Duration
Managing Energy: A Marathon, Not a Sprint	Milana Malesev	All Employees	EN/RS	1 day
How can we cope with anxiety in stressful situations?	Milana Malesev	All Employees	EN/RS	4 hours
How can we manage frustration and anger?	Milana Malesev	All Employees	EN/RS	3 hours
Emotionally Preparing for Difficult Conversations	Milana Malesev	All Employees	EN/RS	1 day
Emotional Challenges of Career Transitions	Milana Malesev	All Employees	EN/RS	1 day
Prioritisation	Tim Kemp	All Employees	EN	1 day

# Communication

If messages get misunderstood, meetings feel long but unproductive, feedback creates tension instead of progress, or good ideas struggle to get buy-in — this topic is for you. Communication skills help people express ideas clearly, listen with intention, navigate difficult conversations, and influence others without pushing. When communication works, collaboration improves, decisions speed up, and trust grows across levels and functions.

Topic	Trainer	Target group	Language	Duration
Feedback	Miro Smolovic	All Employees	EN/RS	1 day
Storytelling	Miro Smolovic	All Employees	EN/RS	1 day
Communication skills	Miro Smolovic	All Employees	EN/RS	1 day
Effective meetings	Miro Smolovic	All Employees	EN/RS	1 day
Preparing for Difficult Conversations	Tim Kemp	All Employees	EN	1 day
Giving and Receiving Feedback effectively	Tim Kemp	All Employees	EN	1 day
Influencing and negotiation	Tim Kemp	All Employees	EN	1 day

# Compliance and ethics

If compliance is seen as a box-ticking exercise, ethical dilemmas feel unclear, or employees hesitate to speak up when something doesn't feel right — this topic is for you. Compliance and ethics skills help organizations build trust, reduce risk, and create a culture where people understand not just the rules, but the values behind them. When employees feel confident making ethical decisions and raising concerns early, the business becomes safer, stronger, and more credible.

Topic	Trainer	Target group	Language	Duration
Compliance as Culture: Moving Beyond the Checkbox	Antony Michail	All Employees	EN	4 + hours
Ethical Decision-Making in Financial Services	Antony Michail	All Employees	EN	4 + hours
Data Privacy Essentials for Non-Tech Teams	Antony Michail	All Employees	EN	4 + hours
Speaking Up: Encouraging a Speak-Out Culture	Antony Michail	All Employees	EN	4 + hours

# AI & Digital Skills

If your teams feel overwhelmed by constant change, unsure how to use AI responsibly, or stuck between excitement and fear when it comes to new tools — this topic is for you. AI and digital skills help organizations navigate uncertainty, make better decisions with imperfect information, and turn technology from a distraction into a real productivity booster. When people know **what to use, how to use it, and where to draw the line**, the business gains clarity, speed, and confidence instead of chaos.

Topic	Trainer	Target group	Language	Duration
Scenario Planning: Thinking Ahead in Uncertain Times	Antony Michail	Managers	EN	4 + hours
AI Basics for Business Professionals	Antony Michail	All Employees	EN	4 + hours
Using ChatGPT & Other AI Tools Ethically and Effectively at Work	Antony Michail	All Employees	EN	4 + hours
Digital Literacy: What Every Employee Should Know in 2026	Antony Michail	All Employees	EN	4 + hours
The Human-AI Partnership: Working Smarter, Not Harder	Antony Michail	All Employees	EN	4 + hours

# Finance

If financial information feels distant from everyday work, different teams speak different “languages,” or decisions aren’t clearly linked to business results — this topic is for you. Finance skills help people connect strategy, data, and money, so plans become more realistic, priorities clearer, and accountability stronger. Whether you work in operations, sales, HR, or leadership, understanding how data, budgeting, and analysis fit together enables better judgment, sharper discussions, and more confident decision-making across the organization.

Topic	Trainer	Target group	Language	Duration
Finance for non-finance	Nemanja Djerkovic	All Employees	RS/EN	8 + hours
Data for non-data: How data and reporting works	Nemanja Djerkovic	All Employees	RS/EN	4 + hours
Budgeting and reporting	Nemanja Djerkovic	All Employees	RS/EN	4 + hours
Introduction to financial analysis	Nemanja Djerkovic	All Employees	RS/EN	4 + hours

# Marketing

If your messages struggle to cut through the noise, customers behave differently than expected, or data exists but isn't driving better decisions — this topic is for you. Marketing and customer experience skills help organizations understand how people really think, feel, and choose, and translate that insight into clear, consistent communication across touchpoints. When teams align brand, data, and behavior, businesses build stronger trust, better experiences, and long-term loyalty.

Topic	Trainer	Target group	Language	Duration
Branding in the 'skippable' world	Lazar Dzamic	All Employees	EN/RS	1 day
How to create a killer EVP and employer branding	Lazar Dzamic	All Employees	EN/RS	1 day
How to create a killer communications strategy	Lazar Dzamic	All Employees	EN/RS	1 day
Introduction to crm, data and customer journey marketing	Lazar Dzamic	All Employees	EN/RS	1 day
Introduction to behavioural economy in marketing and sales	Lazar Dzamic	All Employees	EN/RS	1 day
Marketing in digital age	Lazar Dzamic	All Employees	EN/RS	1 day
Humanising the Bank: How to Build Trust with Modern Clients	Antony Michail	All Employees	EN	4 + hours

# Personal brand and visibility

If great work goes unnoticed, expertise stays hidden, or people feel uncomfortable speaking up and putting themselves forward — this topic is for you. Personal branding and visibility skills help individuals communicate their value with confidence, build credibility, and create a professional presence that feels authentic, not self-promotional. When people know how to show up clearly and consistently, organizations benefit from stronger internal influence, better collaboration, and talent that gets recognized and retained.

Topic	Trainer	Target group	Language	Duration
Personal branding	Lazar Dzamic	All Employees	EN/RS	1 -2 days
Public speaking	Miro Smolovic	All Employees	EN/RS	1 day
Shine On-line	Miro Smolovic	All Employees	EN/RS	1 day
Networking and visibility	Miro Smolovic	All Employees	EN/RS	1 day

An aerial photograph of a landscape featuring a mix of green grassy areas, reddish-brown soil, and sandy patches. A dark, semi-transparent rectangular box is overlaid on the left side of the image, containing the text "Our experts" in white. The text is arranged in two lines: "Our" on the top line and "experts" on the bottom line. The background shows a winding path or road through the terrain, with varying textures and colors of the ground.

Our  
experts



**Miro Smolovic, PMP**, is an accomplished management educator and corporate trainer with over 25 years of experience in leadership and organizational development.

He is the **Founding Partner of EduStudio** and is recognized for his impactful training design and delivery, having worked with clients in banking, manufacturing, FMCG, public institutions, international development projects etc.

Prior to founding EduStudio, Miro spent 13 years as the **Director of PwC's Academy for South East Europe**, where he played a key role in establishing the Academy in Serbia—an initiative that later inspired the development of PwC Academies across the CEE region and globally. His work was recognized with multiple awards.

Miro has led and facilitated training programs in more than 20 countries across Europe, the Middle East, and the U.S., including Serbia, Slovakia, Czech Republic, Romania, Bulgaria, Albania, Croatia, Bosnia and Herzegovina, Montenegro, Poland, Turkey, Spain, Morocco, and Dubai.

A graduate of the **City University of Seattle**, he is a highly experienced **Project Management Professional (PMP)** and certified **PMP Prep trainer (RMC)**, with extensive experience delivering both hard and soft skills programs. In addition, he is a certified **business coach, Drive® trainer** (based on Daniel H. Pink's work on motivation), and a **Strengths Deployment Inventory (SDI)** certified facilitator.



**Lazar Džamić** is a leading expert in digital marketing, brand strategy, and creative storytelling, with over 20 years of international experience.

He is a university lecturer at the **Faculty of Media and Communications in Belgrade**, where he teaches digital marketing and inspires the next generation of marketing professionals.

Lazar is the **former Head of Brand Planning at Google's creative think tank, ZOO, in London**, where he built and led the strategy team, pioneering the integration of creative data science into branding. His mission at Google was to “turn light into heat”—transforming vast data insights into compelling brand narratives. Prior to Google, he held senior strategy roles at several leading London agencies, contributing to iconic campaigns for brands such as **Tesco, John Lewis, Waitrose, Virgin Holidays, and Nando's**. He was also among the UK's first digital strategists.

Since returning to the region, Lazar has become a highly sought-after consultant and trainer in **digital transformation and brand communication**, working with prominent regional clients including **Telenor, Mercator, Adidas, and Erste Bank**. He serves as a **creative industries consultant for the European Bank for Reconstruction and Development (EBRD)** and is a **member of the Serbian Prime Minister's Creative Council**, advising on national creative industry development.

In addition to his strategic work, Lazar is a **bestselling author**, a former **columnist for The Guardian**, and a **regular speaker at international conferences** on brand storytelling, marketing innovation, and the future of digital communications.



**Tim Kemp, MA, MBA, Chartered FCIPD**, is a highly respected learning and development expert, strategic advisor, and executive coach with over 30 years of international experience.

A **Chartered Fellow of the CIPD** and **Fellow of the Chartered Management Institute**, Tim is also a member of the **European Coaching and Mentoring Council (EMCC)** and serves as guest faculty at **Bristol Business School**.

Tim has trained trainers, process improvement specialists, and senior leaders in more than twenty organizations across multiple sectors.

He is known for his creative approach to learning, having developed a wide range of **educational simulations, webinars, video triggers, and action learning programs** focused on innovation and leadership. His work has supported clients across Europe, the Middle East, Africa, and the US, including global brands such as **The Economist, GlaxoSmithKline, PwC Academy, Microsoft, Dell, AT Kearney, the Council of Europe, the Royal Navy, and UNICEF**.

Tim has held advisory roles for initiatives like **GSK's Project Management Academy, Morrison's Coaching and Leadership Academy, and PwC's Academy** in partnership with CIPD. In the banking sector, his clients include **Barclays, Bank of America, BancInter, Abbey National, and Capital One**. He is also a trusted **executive coach** to a select group of senior leaders on leadership and strategy.

Tim holds a **Master's degree in Education** (1985) and an **MBA from London Business School** (1990). He is also an award-winning screenwriter; his film *Hell's Pavement* won three awards at the Beloit International Film Festival, including **Best Film** in 2010.



**Dr. Antonios Michail** is a business strategy consultant with expertise in guiding organizations through all stages of growth - from start-up and survival to turnaround and expansion.

With **over 20 years of experience** he has advised both large enterprises and SMEs across a wide range of industries, including food and beverage, fashion, IT, consumer durables, construction materials, and environmental services.

He specializes in **business strategy, strategic planning, marketing, digital marketing innovation, creative thinking, and the application of artificial intelligence** in business and marketing contexts. His work includes auditing marketing functions, developing strategic roadmaps, launching new products, and implementing performance measurement systems to drive sustainable growth.

Antonios has held several senior roles across Europe, including Marketing Director at Fokas Department Stores (Greece), Commercial Director at Anatron Food Services SA (Greece, Cyprus, Bulgaria), Product Marketing Manager and NPD Lead at Triscan Systems Ltd (UK), and Marketing Intelligence Officer at Baxi/Potterton Heating UK. In each role, he has applied a pragmatic and data-driven approach to aligning marketing and business objectives.

Holding a **Doctorate in Marketing**, Dr. Michail combines academic depth with hands-on industry experience. His current focus is on helping organizations harness innovation, digital tools, and strategic insight to remain competitive in fast-changing markets.



**Nemanja Djerkovic, ACCA, Partner & Co-Founder at Growius,** brings over 15 years of leadership experience in finance and strategic consulting.

After spending part of his career in the PwC and fulfilling CFO roles at Eaton Electronics, Nemanja transitioned to co-found Growius, where he now helps organizations transform into truly data-driven entities through business and financial analytics.

At Growius, Nemanja specializes in applying analytics to decision-making across functions—including finance, sales, commercial operations, HR, production, logistics, and marketing—enabling clients to harness data for smarter strategy and operational performance . He is also a dedicated educator, having lectured for over a decade on finance and accounting as part of the PwC MBA programme and other PwC Academy courses .

Alongside his consulting and analytics work, Nemanja is a passionate and experienced **educator and trainer**, with a strong focus on financial literacy and the practical application of data in business. He has been a **principal lecturer for over a decade at Mini MBA program**, delivering the **Accounting Basics & Financial Management** module across Central and Eastern Europe. He is known for his ability to simplify complex financial concepts and equip non-finance professionals with tools for smarter, insight-driven decisions.

A member of the **Association of Chartered Certified Accountants (ACCA)**, Nemanja combines strategic insight, technical expertise, and a practical, results-oriented mindset. His work bridges the gap between finance, analytics, and business strategy—empowering organizations to make better decisions in a fast-changing world.



**Milana Malešev, PhD**, has over two decades of experience in employee development. She holds a PhD in Psychology and has been involved in numerous talent development programs.

Milana has nearly **twenty years of experience in designing employee development initiatives** across both the corporate and public sectors. Throughout her career, she has designed and delivered a wide range of leadership and talent development programs as a facilitator and trainer.

She spent the first 14 years of her career as a consultant at PwC, where she was responsible for applying contemporary psychological research in consulting services for clients. Milana continues to work as a facilitator in PwC Academy programs.

Her animated course on stress management (included in this program) has been accessed by more than **20,000 learners across 27 countries** through their companies' learning platforms.

Milana has also contributed to the design of, and serves as a facilitator in, the **Intermediate and Advanced levels of professional qualifications** of the UK's **Chartered Institute of Personnel and Development (CIPD)**. Through these programs, she has worked with more than **400 HR directors and managers from over 20 countries**.

She completed her **PhD in Psychology in 2020**, focusing on **informal learning in the workplace**, further strengthening the theoretical foundation of her extensive practical experience. Milana has also completed advanced-level training in **Rational Emotive Behavior Therapy (REBT)**.



**Vanja Štokić**, CIPD, is an instructional and training design expert with over 15 years of experience designing effective, learner-centered training solutions for various organizations.

Vanja Štokić is a founding partner of EduStudio. She has over **15 years of corporate experience in HR consulting**, during which she has worked with more than **100 clients across various industries** on topics related to human resource management. She has been involved in the development and delivery of HR training programs, including HR analytics, compensation and benefits, job evaluation and salary grading, recruitment and selection, employee assessment and development, as well as other HR and soft-skills topics.

She spent 12 years at PwC, where she worked as a **Manager in the PwC HR Consulting team**, and later as a Manager at PwC Academy. Throughout her career, she has worked with clients from the banking, manufacturing, FMCG, public sector, and international development projects. She has participated in the design and implementation of numerous HR initiatives, including training needs analysis, competency model development, development and assessment centers, 360° feedback, job evaluation and salary grading, and reward system design.

At EduStudio, Vanja primarily focuses on **instructional design and the development of online learning solutions**.

Vanja is a **lecturer for the CIPD Institute** (Chartered Institute of Personnel Development, UK) and is certified in the use of Hogan psychometric tools (2011). She holds a Master's degree in Human Resource Management from the University of Belgrade, Faculty of Organizational Sciences.

Thank you.