

Nomination: 7005

Roxana Staneiu

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

mindit.io

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Roxana Staneiu

Category

C01 - C16 Individual > C15 - Rising HR Star of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Roxana-Maria Staneiu joined mindit in November 2020 and embarked on a transformational journey. Initially a Project Manager, Roxana succeeded in building a strong sense of stickiness and psychology safety and she quickly grew into the role of Key Account Manager. She found her passion in helping our people, so she became our People Director. In this role, Roxana is part of Directors & C-level team: set the foundation for the People & Culture team from scratch, developing and overseeing the strategy, getting involved in the implementation, coaching others and creating unique contexts for our people.

Roxana is an explorer in everything she does, and her mission is with, for, and about people. She loves discovering new places as a backpacker and travelled 30 countries. She is on a quest to saying yes to life in order to experience its surprises, get to know unique people and new cultures. She is afraid of heights, but she feels the most freedom when she skydives: looking in the eyes of fear, but having the courage and faith to jump into the unknown. Just like in life.

Being a supporter of life-long learning: she is pursuing a PhD in Neuroleadership and got certified as a Neuromindfulness Coach.

b. Outline the nominee's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

Being recognized as Female Employee of the Year in Stevie Awards for Women in Business (silver medal)

Creating the People & Culture area by defining the roles, the structure, the strategy, the processes and the KPIs that will help us scale: enhance the organizational culture and innovative initiatives for a fast-growing organization with 40% growth each year;

Roxana led the process of mindit.io being recognized as "Great Place to Work" 2022-2023

Orchestrated "We donate 1 million steps" event to mark mindit 7th anniversary in 2022. The purpose was to walk together 1 million steps for the people who cannot and donate to an organization which helps people in wheelchairs. Not only did mindit people walk 1 million steps in less than 24h, but they also mobilized and took 2.194.741 in total. In 2023, Roxana managed the same initiative, but this time mindit.io people walked over 3 million steps.

Leading "CEO for 1 week" project, when one person spent an entire week with mindit CEO to foster transparency. The program was extended to other C-level roles.

Nominated by WomenTech Network amongst the most influential women setting standards for excellence in IT industry

Designed together with the team the first-ever Mentoring Program in the organization: Mind you Path to Success, with 94% objectives achieved.

Got certified as Neuromindfulness Coach Practitioner by Neuromindfulness Institute Paris

Played an essential role in building a partnership between mindit.io – Romania-Singapore Chamber of Commerce

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

The uniqueness of Roxana's actions lays in her authenticity and wholeheartedness: everything she does, she does it with passion and kindness. Be in a 30-minute discussion with a colleague who needs support or designing a cultural strategic project for the entire organization, she is putting her heart where people need her. She doesn't just speak about mindit culture, she lives it in a way to naturally pass it forward: through her own example. She encourages people to speak up their mind and give voice to their ideas, having the courage to be vulnerable and have each other's back.

Giving back is a significant aspect of mindit culture, as it strives to change Romania for the better by getting involved in initiatives to help Romanian communities. Through her People Director role, Roxana is a People Champion in everything she does, gathering feedback, adjusting our initiatives to meet people expectations. One example was donating steps, when people got so inspired about the why behind (supporting others and giving back) and walked over 3 million steps together in order to surpass any limits. People for people.

At 25, Roxana demonstrates that age is just a number and passion, dedication, employing a Growth Mindset, and working hard for your purpose are enough to bring you to the management level. Juggling that with pursuing a PhD and designing a journey in coaching, Roxana is among the few young people who are on the quest of inspiring others through exemple, supporting and cheering for them.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Webpage Link

<https://www.mindit.io/blog-events/mindit-io-wins-the-best-benefits-strategy-award-at-the-2022-employer-branding-awards> (<https://www.mindit.io/blog-events/mindit-io-wins-the-best-benefits-strategy-award-at-the-2022-employer-branding-awards>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://www.linkedin.com/posts/mindit-io_inspiring-workplace-leadership-activity-7063831931016089600-8ze4?utm_source=share&utm_medium=member_desktop (https://www.linkedin.com/posts/mindit-io_inspiring-workplace-leadership-activity-7063831931016089600-8ze4?utm_source=share&utm_medium=member_desktop)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

https://www.linkedin.com/posts/activity-7056871757877547008-PSfs?utm_source=share&utm_medium=member_desktop (https://www.linkedin.com/posts/activity-7056871757877547008-PSfs?utm_source=share&utm_medium=member_desktop)

Would you like to add an additional webpage link?

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Web Page Link 4

<https://www.cartadiversitatii.ro/noutati/425-mindit-io-adera-la-principiile-cartei-diversitatii-din-romania> (<https://www.cartadiversitatii.ro/noutati/425-mindit-io-adera-la-principiile-cartei-diversitatii-din-romania>)

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Web Page Link 5

https://www.linkedin.com/posts/mindit-io_inspiring-ideas-equality-activity-7061695167644282881-Uh5M?utm_source=share&utm_medium=member_desktop (https://www.linkedin.com/posts/mindit-io_inspiring-ideas-equality-activity-7061695167644282881-Uh5M?utm_source=share&utm_medium=member_desktop)

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Web Page Link 6

https://www.linkedin.com/posts/activity-7062338525446254593-Wdij?utm_source=share&utm_medium=member_desktop (https://www.linkedin.com/posts/activity-7062338525446254593-Wdij?utm_source=share&utm_medium=member_desktop)

Would you like to add an additional webpage link?

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Web Page Link 7

<https://www.mindit.io/blog-our-team/mindit-io-is-now-officially-a-great-place-to-work> (<https://www.mindit.io/blog-our-team/mindit-io-is-now-officially-a-great-place-to-work>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17099/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzA5OSwiYWxsbn3dOb3RTaWduZWVcmwiOiJGYWxzZSIsImlnbm9Stevie%20Roxana.docx>)

Would you like to add an additional supporting document?

No

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