

# INDIVIDUAL DEVELOPMENT PROGRAMMS

## 7+1 CORE INDIVIDUAL OFFERINGS

Andreea Lungulescu

Practical 1-on-1 solutions for recruitment professionals who want to manage difficult stakeholders, advance their careers, and work more efficiently within corporate constraints.

Trusted by



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# WHY RECRUITMENT PROFESSIONALS NEED TARGETED DEVELOPMENT

Transform daily challenges into career advancement through targeted individual sessions

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Experienced recruiters waste 30–40% of their time on competing priorities, lose 25% of candidates at offer stage, and struggle to advance despite strong performance. Corporate tool restrictions limit efficiency gains whilst stakeholder demands increase.

Individual 1-on-1 solutions addressing:

- Stakeholder management and difficult negotiations
- Career positioning and internal mobility
- Workload prioritisation and time management
- Data analysis that influences decisions

Outcomes: Improved offer acceptance rates, clearer career progression, and better work-life balance through practical frameworks that work within corporate constraints.

*Andreea Lungulescu*  
Founder



# 1. CAREER OPERATING SYSTEM DEEP DIVE

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**Format:** 1-on-1 session

**Duration:** 2.5 hours

**Investment:** €TBC + VAT

## What You'll Walk Away With:

- Clear understanding of how your personal values, natural strengths, and daily tasks interconnect to drive your career decisions
- A system for translating your daily work into marketable skills and career stories
- Your own "brag document" with concrete examples of your impact and achievements
- Frameworks for positioning yourself for promotions, lateral moves, or role changes
- 90-day action plan tailored to your career goals

**Perfect If You:** Want clarity on your career direction, struggle to articulate your value, or feel stuck despite good performance.



# 2. STAKEHOLDER MANAGEMENT

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**Format:** 1-on-1 coaching session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## What You'll Master:

- Techniques for managing multiple hiring managers with conflicting demands
- How to set realistic expectations when everyone's hire is "urgent"
- Scripts for difficult conversations when priorities shift or budgets change
- Methods for getting hiring managers to make decisions faster
- Strategies for positioning yourself as a trusted business partner, not just a service provider

**Perfect If You:** Feel pulled in too many directions, struggle with hiring managers who change their minds, or want to be seen as more than just someone who finds CVs.



# 3. DATA ANALYSIS & MARKET INTELLIGENCE

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**Format:** 1-on-1 intensive session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## What You'll Learn:

- How to connect different data points to tell a complete story (not just "here are this month's numbers")
- Methods for identifying hiring risks before they impact your business
- Ways to incorporate market trends and salary benchmarks into your recommendations
- Frameworks for presenting insights that actually influence leadership decisions
- Templates for reports that get read and acted upon, not filed away

**Perfect If You:** Your reports feel ignored, you want to move beyond basic metrics, or you struggle to connect recruitment data with broader business trends.



# 4. ADVANCED CANDIDATE MANAGEMENT

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**Format:** 1-on-1 strategy session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## **What You'll Handle Better:**

- Techniques for building trust with candidates who are naturally suspicious of recruiters
- Methods for keeping candidates engaged throughout long hiring processes
- Strategies for managing candidate expectations when things go wrong
- Approaches for getting honest feedback from candidates who usually just disappear
- Scripts for difficult conversations about rejections, delays, or changing requirements

**Perfect If You:** Candidates frequently withdraw from your processes, you struggle with candidate ghosting, or you want to improve your relationships with high-quality talent.



# 5. OFFER MANAGEMENT & NEGOTIATION

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**Format:** 1-on-1 intensive session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## What You'll Navigate:

- Internal negotiation with leadership when budgets are tight but talent is expensive
- External negotiation with candidates who have multiple offers or unrealistic expectations
- Strategies for managing offers that drag on for weeks
- Techniques for understanding what candidates really want beyond just money
- Methods for positioning your company's offer when you're not the highest bidder

**Perfect If You:** Regularly lose candidates at the offer stage, struggle with internal budget approvals, or feel uncomfortable with salary negotiations.



# 6. PRIORITISATION & WORKLOAD MANAGEMENT

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**Format:** 1-on-1 coaching session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## **What You'll Implement:**

- Frameworks for deciding which roles actually deserve your immediate attention
- Techniques for pushing back on unrealistic timelines without damaging relationships
- Methods for managing your daily workload when everything feels urgent
- Strategies for communicating capacity constraints to management
- Systems for tracking and visualising your actual time investment per role

**Perfect If You:** Feel constantly overwhelmed, struggle to say no to new requests, or want better control over your daily schedule.



# 7. PROJECT MANAGEMENT FOR TALENT ACQUISITION

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**Format:** 1-on-1 strategy session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## What You'll Apply:

- Project planning techniques adapted specifically for recruitment timelines
- Methods for breaking down complex (hiring) needs into manageable phases
- Strategies for coordinating multiple stakeholders without endless meetings
- Frameworks for tracking progress and communicating status updates
- Techniques for managing scope creep when job requirements keep changing

**Perfect If You:** Handle complex (or high-volume hiring) projects, coordinate with multiple teams, or want more predictable delivery timelines.



# 8. AI AND AUTOMATION FOR RECRUITERS

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**Format:** 1-on-1 strategy session

**Duration:** 2 hours

**Investment:** €TBC + VAT

## What You'll Learn:

- GenAI for candidate sourcing beyond basic searches
- Market intelligence gathering to analyse competitor hiring patterns
- Employer branding content creation with AI-assisted storytelling
- Candidate experience automation for personalised communication
- Data analysis techniques to extract insights from recruitment metrics
- Prompt engineering for consistent recruitment results

**Perfect If You:** Need to work more efficiently with AI tools, want practical applications without the hype, or struggle with where to start with AI in recruitment.



# TEAM OPTION TEAM VALUES & COLLABORATION WORKSHOP

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**Format:** Team facilitation (online or in-person)

**Duration:** Half-day (4 hours)

**Investment:** €TBC + VAT for team of TBC

## What Your Team Will Gain:

- Understanding of individual working styles and communication preferences, values and strengths
- Shared language for discussing priorities and conflicts
- Agreed frameworks for collaboration and decision-making
- Action plans for leveraging each person's strengths
- Improved methods for supporting each other during busy periods



# GET STARTED

Download Our FREE AI Readiness Handbook - and discover how automation can transform your hiring efficiency in 30 days.

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