



# ZORNITSA STEFANOVA, PHD

Leadership Coach and Mentor

## CONTACT

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## EDUCATION

### PhD in Management

Dissertation Title: The Benefits of Executive Coaching on Personal and Professional Self-Actualization

**Sofia University "St. Kl. Ohridski"**  
2020-2023

### MA in Political Sciences

CEU

1997-1998

### MA in Economics

**Sofia University "St. Kl. Ohridsk"**  
1991-1996

### Certified Mediator

Ministry of Justice

since 2014

### Certified Professional Master Coach and Master Mentor

IAPC&M previously IIC&M

since 2014

## SKILLS

- Leadership skills and career acceleration training and coaching
- Facilitation, using techniques like experiential learning, case studies, role-plays, and group exercises
- One-to-one and group coaching for leadership development and career advancement
- Research and innovation
- Assessing training needs, design and evaluation of training programs
- Strong knowledge of leadership theories, models, and best practices
- Excellent facilitation and presentation skills
- Ability to build rapport and establish credibility with individuals
- Fluency in English, working knowledge of Russian and Portuguese

## WORK EXPERIENCE

**FOUNDER, LEAD EXECUTIVE COACH AND MENTOR** 2015 - present

INNER COMPASS

FOUNDATION

- Leveraged my experience as a leader and entrepreneur to provide high-impact coaching to professionals spanning from emerging leaders to executive veterans. My hands-on approach has produced quantifiable gains in leadership effectiveness and career advancement.
- Designed a variety of trainings. Used training and coaching methods, including experiential learning, case studies, and group exercises, to ensure that sessions are engaging and interactive. Frequent use of role-playing to promote the safe application of acquired skills.
- Individuals desiring concentrated leadership development and career advancement support were provided with personalised coaching sessions. Individualised success is driven by coaching strategies that are specifically designed to address the unique challenges and objectives of each individual.
- I remained at the forefront of leadership development by researching and implementing the most recent trends and research into my coaching practise. This dedication to continuous education ensured the relevance and progression of my services.
- Developed long-lasting relationships with clients, serving as a reliable guide for their leadership and career development. Opened channels of communication, allowing me to provide timely and effective direction.

**ENTREPRENEUR, FOUNDER**

1998 - present

COMPASS TRANSLATION SERVICES AND  
COMPASS BUSINESS SERVICES

- Developed an entrepreneurial mindset and a comprehensive comprehension of business realities. This experience has allowed me to empathise with the challenges encountered by the professionals I mentor and coach.
- Exhibited exceptional leadership abilities, guiding my enterprises to growth and profitability with success. This leadership experience has provided me with practical insights that I incorporate into my coaching sessions.
- Developed the ability to adapt rapidly to change, manage crisis situations, and make sound decisions under duress. This experience in the real world has enabled me to mentor professionals in building resilience and navigating complex challenges.

Clients during the years: Vivacom Bulgaria, Estee Lauder Companies, Bayer Bulgaria, Mars Incorporated, Honeywell Bulgaria, Amway Balkans, Air Liquide, TBI Credit, TBI Bank, UniCredit Bulbank, Central Cooperative Bank, Semantix, Paul Janssens International, etc

**TRAINER**

2009 - 2015

INTERNATIONAL BANKING INSTITUTE

- Designed and directed numerous leadership development and soft skills training programmes for a wide variety of professionals. The success of these programmes is due to my ability to combine theoretical and practical knowledge.
- All training programmes have implemented a continuous feedback cycle. Regularly collaborated with clients and stakeholders to determine training requirements, evaluate programme efficacy, and implement enhancements.
- Built credibility and solid relationships with all participants. My ability to connect with people of all levels has led to effective learning outcomes and repeat engagements.

## REFERENCES

Please [follow the link](#)