

AXA MANAGEMENT CONSULTING

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COMPANY PRESENTATION

AND THE **PORTFOLIO** OF THE MAIN PROJECTS

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GENERAL INFORMATION

AXA Management Consulting is a premier consultancy firm established in 2003, with operations primarily in the Republic of Moldova (State Identification No.: 1003600067148, registered on June 23, 2003). Our team comprises highly qualified trainers, consultants, and researchers with extensive experience in both the local market and neighbouring regions.

MISSION STATEMENT

Our mission is to provide expert consulting, training, and research services to organizations in Moldova, empowering them to achieve excellence in their operations. We partner with companies, public institutions, and non-governmental organizations to enhance their performance and build a reputation for delivering high-quality products and services that are respected by stakeholders, beneficiaries, investors, and founders.

CORE ACTIVITIES

In accordance with Moldovan legislation, AXA Management Consulting is authorized to provide services in the following areas:

1. Organizational performance improvement consulting
2. Adult professional training

EXPERIENCE AND EXPERTISE

Since its inception, AXA Management Consulting has successfully executed hundreds of projects, ranging from training programs and consultancy processes to research and coaching. Our **clientele** includes:

1. Non-profit entities: International development agencies, NGOs, and public institutions.
2. Private sector organizations: Branches of international corporations, local small and medium enterprises (SMEs).

Our key areas of expertise include:

- **Complex Projects with Grant Administration component** in areas like start-ups and enterprises development, business support, renewable energy and energy-efficient technologies, etc.
- **Research and Studies:** In fields such as education, social policy, youth development, and business.
- **Training Development:** Creation of training materials and related resources.
- **Non-Profit Management:** Organizational capacity building and governance.
- **Leadership and Management Development:** Strengthening skills for organizational leaders.
- **Business Consulting:** Business start-up advisory and development strategies.
- **Professional Skills Development:** Communication, conflict resolution, negotiation, and public speaking skills.

Over the years, AXA Management Consulting has earned a reputation for delivering exceptional quality, maintaining professional integrity, and offering reliable, results-driven services. Our team's deep expertise ensures real value and tangible benefits for our clients.

COLLABORATION WITH DONOR INSTITUTIONS

We have a strong track record of working with a range of donor institutions, successfully managing both short- and medium-term projects. Key donor partners include:

- East Europe Foundation
- European Commission
- European Training Foundation
- Soros Foundation Moldova
- USAID
- UNAIDS Moldova
- UNDP Moldova
- UNICEF Moldova
- UN Women Moldova
- World Bank Group

MANAGEMENT STRUCTURE

AXA Management Consulting operates under a flexible and efficient matrix management structure. This structure allows us to tailor project teams based on specific client needs and the required expertise for each assignment.

Our team is divided into two primary categories:

- **Professional Experts:** Consultants and trainers responsible for delivering project solutions.
- **Administrative Team:** Includes project managers, communication and client relations managers, financial staff, deputy director, and director.

We have four full-time consultants who, in addition to their consulting roles, allocate up to 30% of their time to administrative responsibilities. Our team of associated experts consists of more than 30 professionals, who are brought on board depending on the scope and requirements of each project. Project managers are always among the most qualified consultants, ensuring both quality and responsiveness.

PERSONNEL

Each consultant at AXA Management Consulting brings over 20 years of professional experience in training, consulting, and project management. They have worked with a diverse range of organizations, including NGOs, international development agencies, both central and local public administrations, and private businesses.

Our consultants possess proven expertise in donor-supported initiatives and have successfully led projects funded by major international donors. Their extensive experience ensures that they are well-equipped to manage complex assignments and deliver impactful results.

ORGANIZATIONAL RESOURCES

AXA Management Consulting operates from a fully-equipped office located in the heart of Chisinau, providing the necessary infrastructure to support project execution. Our logistical capabilities include two company vehicles for transportation, with additional vehicles available through external partnerships if required.

KEY MILESTONES AND ACHIEVEMENTS

AXA Management Consulting was established in June 2003 by a team of experienced professionals dedicated to delivering comprehensive training and consultancy services at both local and international levels. Below is an overview of the most significant events, projects, and initiatives that have shaped the company's history:

2003 – 2005

- **February 2003 – March 2005** – Implementation of the IMPACT Project (Introducing Methodology for Evaluation of Democratic Citizenship Initiatives of the Stability Pact). This initiative was a pioneering effort in Southeast Europe, aimed at enhancing the capacity of EDC (Education for Democratic Citizenship) projects through the introduction and dissemination of a participatory project planning and self-evaluation methodology.

2005 – 2010

- **March 2005** – AXA Management Consulting launched the Human Resources Manager's Club Moldova, designed to provide HR executives and managers with access to cutting-edge insights, best practices, and expert perspectives in the field of human resource management.
- **November 2005 – June 2006** – Delivered over 20 training programs as part of the Youth Economic Empowerment Project (PASET) in collaboration with the Ministry of Education, youth NGOs, World Bank (ISA-JSDF), and UNICEF Moldova.
- **May 2007** – Together with the HR Managers' Club, organized the inaugural Human Resources Managers' Forum, an initiative to advance HR culture in Moldova, bringing together over 50 HR professionals, consultants, and business leaders. By 2011, four editions of the forum had been successfully conducted.
- **February 2008** – Introduced the "Best Companies to Work for" Study, an annual research initiative providing valuable insights into the most effective personnel policies and practices adopted by top employers in Moldova.
- **May – September 2009** – Implemented the "Improving Human Resource Management in Rezina City Hall" project, funded by UNDP Moldova, aimed at enhancing HR structures and processes to improve municipal efficiency.
- **December 2009** – Launched the AXA HR Academy, an initiative designed to support students and young professionals in developing practical HR skills to complement their academic knowledge.

2010 – 2015

- **December 2009** – Introduced the AXA Employer Brand Perception Survey, providing critical insights into employer branding and talent attraction strategies.
- **June 2010** – In partnership with the Global Compact Network Moldova and the U.S. Embassy in Moldova, organized the third edition of the Human Resource Managers' Forum, focusing on HR management and labour standards.

- **July – September 2010** – Conducted the End-of-Project Evaluation for the Education for All – Fast Track Initiative (EFA/FTI) Project, implemented by the Ministry of Education with UNICEF support.
- **September – October 2010** – Launched the first AXA HR Managers Survey, assessing labour market trends, HR service providers, and corporate HR policies in Moldova.
- **April – December 2011** – Delivered training and network development components within the "Strengthening Capacities of Moldovan NGOs" project, financed by USAID.
- **April 2012** – Introduced "Legislația Muncii" (Labour Legislation), an online advisory and consulting service offering expert insights into labor regulations.
- **April 2012 – April 2013** – Expanded training services to the Transnistrian region, providing tailored HR and management training for local businesses and financial institutions.

2015 – 2020

- **February – May 2015** – Conducted a Baseline Study on Vocational Orientation and Career Counselling for Centre for Entrepreneurial Education and Business Support, financed by Austrian Development Agency.
- **August – October 2015** – Evaluated the Multiannual Programme implemented by CNV Internationaal (Netherlands) and the National Confederation of Trade Unions.
- **April – July 2016** – Conducted the Evaluation of Internal Capacities and Stakeholder Analysis for the Confederation of Employer Organizations in Moldova, commissioned by the International Labour Organization.
- **October – December 2016** – Provided Technical Assistance for the Parliament of Moldova, delivering five training programs on communication, press release development, social media use, and presentation skills under a UNDP-funded initiative.
- **March – July 2017** – Performed a Feasibility Study on Rationalizing the General Schools Network, providing data-driven recommendations for school restructuring under the Moldova Education Reform Project.
- **December 2017 – March 2018** – Delivered Leadership Skills Training for management staff of the State Chancellery, supported by GIZ.
- **November 2018 – June 2019** – Conducted the Assessment and Evaluation in Education Study for UNICEF Moldova, providing policy recommendations for improving national learning assessments.
- **September 2020 – March 2021** – Updated and digitized the Training Program for School Managers under the Moldova Education Reform Project, funded by the World Bank.

2020 – Present

- **February 2020 – July 2022** – In partnership with notorious local and international organisations implemented "Unlocking the Potential of Social Entrepreneurs in Moldova and Ukraine", a €1.65 million EU4Youth Program initiative supporting 500 social entrepreneurs.
- **November 2020 – June 2022** – Led a capacity-building project for local public authorities in Cahul and Ungheni districts, promoting gender equality, financed by Sweden and UN Women Moldova.

- **October 2021 – February 2023** – Provided comprehensive support to women-headed households in Moldova, enabling climate-smart agricultural practices under a UNDP initiative funded by Sweden.
- **May 2023 – December 2024** – Delivered a renewable energy implementation program for women agri-producers, with financial backing from FAO-UNDP.
- **July 2023 – June 2025** – Provided business support for cross-border trade opportunities under the UNDP ADTRADE Project, offering funding and mentorship to 18 small enterprises.
- **October 2024 – March 2025** – Consulting on the revision of standards for school managers' professional competence within the Education Quality Improvement Project (EQIP), financed by the World Bank.

With a robust portfolio spanning over two decades, [AXA Management Consulting](#) continues to drive impactful change across multiple sectors through its expertise in training, consultancy, and capacity-building initiatives.

STATEMENT OF CREDIBILITY

With over two decades of expertise, [AXA Management Consulting](#) stands as a trusted partner for organizations seeking to enhance performance, drive growth, and achieve excellence. Since our founding in 2003, we have consistently delivered top-tier consulting, training, and research services to a diverse range of clients, including international development agencies, NGOs, public institutions, and private businesses.

Our team of seasoned professionals brings unparalleled knowledge and hands-on experience, ensuring that every project we undertake meets the highest standards of quality, integrity, and reliability. Having successfully executed hundreds of projects, we have built a solid reputation for delivering measurable results that exceed expectations.

We pride ourselves on our strong collaboration with prominent international donors, including the European Commission, World Bank, USAID, and UN agencies. These partnerships underscore our capability to manage complex, multi-stakeholder projects, while remaining agile and responsive to the unique needs of each client.

At [AXA Management Consulting](#), our commitment to excellence and client satisfaction is unwavering. Our bespoke solutions empower organizations to navigate challenges, seize opportunities, and build lasting success in a rapidly evolving market. When you choose the expertise of [AXA Management Consulting](#), you are choosing a partner with a proven track record, deep expertise, and a relentless focus on delivering value.

For further inquiries or collaboration opportunities, please contact us at office@axa.md.