

PERSONAL INFORMATION

Martina Stažnik

 Novo Selo Okičko 80, Klinča Sela, Jastrebarsko

 +385915033821

 mstaznik@gmail.com

 www.vidya.com.hr, <https://mokosinotkanje.substack.com/>

WORK EXPERIENCE

2011- present

Self-employed | Vidya – Consulting and Facilitation

Nonprofit Consultant & Facilitator (2011–present)

Licensed Therapist, Cybernetic and System Psychotherapy, The European Certificate of Psychotherapy (ECP), Member of Croatian Chamber of Psychotherapist (2025 – present)

Self-employed consultant and facilitator with over a decade of experience in organisational development, capacity building and large group facilitation. Since 2025, also practising as a licensed psychotherapist (ECP), integrating systemic, narrative and trauma-informed approaches (EMDR) into individual and organisational work.

Key areas of work:

- Organisational consulting and facilitation
- Strategic planning and organisational development for nonprofit organisations
- Design and facilitation of participatory processes and large group formats (World Café, Open Space Technology, Appreciative Inquiry, Pro Action Café)
- Capacity building, training and mentorship for professionals working in adult education and civil society
- Conflict transformation and facilitation of complex group dynamics

Psychotherapy and counselling (since 2025)

- Individual, couples and family psychotherapy
- Trauma-informed practice (EMDR)
- Integrating systemic and narrative approaches in therapeutic work
- Listed in the Database of Mental Health Professionals Sensitive to LGBTIQ+ Issues - Association LORI (Croatia)- Included in a curated database of mental health professionals trained and willing to work with LGBTIQ+ individuals, demonstrating cultural competence, inclusivity, and affirming therapeutic practice, Member of Association EMDR Croatia.

1999.-2015.

Program Director**Tisa – Association for Sustainable Learning / former DIM – Association for Civic Education**

Led organisational strategy, programme development and fundraising in a civil society organisation focused on education and community development. Designed and delivered training and consultancy services for nonprofit organisations, supporting capacity building, organisational development and participatory approaches

- Development and implementation of organisational strategy
- Management of core programmes and teams
- Fundraising and donor relations

- Design and delivery of training programmes for NGOs
- Consultancy in organisational development and civic participation

EDUCATION AND TRAINING

- 2025.-2026. **EMDR Therapy**
EMDR Europe Association, Rab, Hrvatska
- 2020. – 2022. **Psychotherapy Propaedeutics**
Edward Bernays University College, Zagreb, Croatia
- 2013. – 2025. **Therapist, Cybernetic and System Psychotherapy**
The School of Cybernetics and Systems Therapy and Association for Cybernetics Psychotherapy and Organization, Rijeka, Croatia (European Accredited Psychotherapy Training Institute (EAPTI))
- 1995. – 2006. **MA in Political Science**
Zagreb University, Faculty of Political Science
- 1999. - 2001. **Pedagogical competencies** within the framework of pedagogical-psychological-didactic-methodical education
Zagreb University, Faculty of Political Science
- 2019. **Points of You Practitioner**
Points of You Academy Official Training – Creative Tools& Training for Development
- 2012.-2013. **Practitioner Diploma in Executive Coaching**
AoEC – Academy of Executive Coaching,
- 2007. **Certificate of professional development: EU Information, Training and Scholarship Program**
National Foundation for Civil Society, Croatia and European Citizens Action Service (ECAS), Brussels
- 2005.-2006. **Certificate of professional development: Mentor for Practical Quality Assurance System for Small Organizations (cro. SOKNO)**
Academy for Educational Development (AED)
- 2002. **Certificate of professional development: Consultant in the area of Citizen Participation**
Local Government Reform Program, The Urban Institute and USAID

PERSONAL SKILLS

Mother tongue(s) Croatian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Replace with name of language certificate. Enter level if known.					

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills

- proficiency in dialogue, conflict transformation, and psychotherapy, emphasizing her ability to create inclusive and supportive environments for effective communication.
- ability to distill complex information into clear and actionable insights, demonstrating strong written communication skills.

- ability to navigate and facilitate communication in diverse settings, emphasizing cultural sensitivity and effective cross-cultural communication.

Organisational / managerial skills

- ability to engage with a wide range of individuals and entities, demonstrating strong interpersonal and networking skills
- strong networking and collaborative skills
- ability to organize and structure comprehensive programs that address specific objectives and requirements
- ability to orchestrate complex events.

Job-related skills

- proficiency in structuring and organizing information for effective learning and development
- skills in facilitating learning and fostering professional development.
- proficiency in employing creative and engaging techniques to facilitate effective communication in group settings.
- selecting and applying creative approaches to enhance the effectiveness of meetings and workshops
- capacity to organize and structure educational content, ensuring it is relevant, effective, and aligned with the goals of the training programs

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient user	Proficient user	Independent user	Basic user	Basic user

Levels: Basic user - Independent user - Proficient user
[Digital competences - Self-assessment grid](#)

Replace with name of ICT-certificate(s)

- good command of office suite (word processor, spread sheet, presentation software)
- good command of photo editing software gained as an amateur photographer

Other skills

Ceramics and art-based approaches (working with clay as a reflective and creative process)

Driving licence

B

ADDITIONAL INFORMATION

- Publications
- Presentations
- Projects
- Conferences
- Seminars
- Honours and awards
- Memberships
- References
- Citations
- Courses
- Certifications

- <https://connectingcircles.eu/> , <https://connectingcircles.eu/mooc-content/> MOOC “Connecting Circles – Living Waters of Our Rivers” is based on understanding of inner narrative, use of stories and metaphors in counseling..
- Editor/member of Editor Board of publications: Writing Effective Public Policy Papers, Academic Service-Learning Faculty Development Manual (2006), SOKNO Manuel (quality assurance system for nonprofit organizations, 2008),
- Papers published through publications: Values in Action – Governance and Civil Society Activism (2010), "Accountability and Commitment Under Stress"– Career Planning in Civil Society Organizations (2009)
- Board Member of Centre for Peace, Non-violence and Human rights, Osijek, Croatia (2008.-2010.)
- Volunteer work in establishing and developing a professional association of trainers in the non-profit sector in Croatia, Trainers Forum, as a co-founder and vice-president in 2005-2006

ANNEXES

- CV with references