The professional profile of PhD-holders

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Core business

PHASE 2 **Skill development**

Entered PhD program specifically to further improve the capacity to develop new models for usage by other actors in evaluating and improving their digitalization status and investments. The PhD program has provided new quantitative and qualitative methods for developing analysis skills as well as experienced researchers at the top-end of knowledge in terms of research and digital transformation field.

PHASE 1 **Evaluation**

The PhD process automatically requires development of this stage by submitting work for peer-review before publication and periodic thesis research reviews. The development of the research also involves critical evaluation of other potential contributions to the work in order to develop clear targets for new knowledge development.

PHASE 2 **Information management**

Applied advanced analytic techniques on the meta level, such as bibliometric analysis, on collected data and database extractions which was peer-reviewed and accepted for publication.

PHASE 1 **Expertise and methods**

Naturally developed as part of continuous literature review.

Personal and relational qualities

PHASE 2 **Communication**

Has been involved in presentations to the business sectors of new academic developments and research project results. Has led research projects with 1 or 2 other members in both English and Romanian that has resulted in publication of papers.

PHASE 1 **Analysis, synthesis and critical thinking**

Developed as part of the thesis writing. Applied iterative development process of proposed modelling based on literature, constantly analyzing new research and implications for the thesis as well as the field of research.

PHASE 1 **Open-mindedness and creativity**

Has consistently changed the model and his own ideas based on newly acquired results and input of experienced researchers, even if they contradicted initial ideas.

PHASE 1 **Commitment**

Despite significant disruption in terms of personal problems as well as technical challenges, he has been able to recover lost work and push back to continue developing his research.

PHASE 2 **Integrity**

Has consistently advised peers, whether in direct collaboration and otherwise, to maintain a high standard of intellectual integrity of their work and maintaining anonymity of research participants.

PHASE 1 **Balance**

Recognizes limits of his knowledge and asks questions to more experienced researchers in review.

PHASE 1 **Negotiation**

Has studied and taught Negotiation Management seminars as an Assistant Professor.

Business management and value creation

PHASE 1 **People management**

Has managed research work distribution in team of up to 3 people, coordinating work and managing improvements for publication.

PHASE 1 **Intellectual and industrial property**

Has not filed a patent but has investigated the possibility of patenting or copyrighting elements of his research given its value as intellectual property for applications in business environment.