MARIJA IVANOVIC



CHANGE MANAGER

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PROFILE

Change manager with an M.Sc. in Neuro-Cognitive Psychology and 3.5+ years as a Scalian consultant in the Airbus group. Combining human-centred change management with a psychologist's understanding of why people resist change. Experience includes onboarding 1000+ suppliers onto a new system, relocating 70+ employees and building learning programmes. Using surveys, stakeholder analysis and workshops to find the drivers of resistance, then designing measures that make change last.

CORE COMPETENCIES

Change Management · Stakeholder & Impact Analysis · Change Communication · Workshop Facilitation · Learning & Onboarding · Employee Surveys · Digital Adoption · Knowledge Management · Process Mapping · Claude · Agile / SAFe

WORK EXPERIENCE

Consultant (full-time) | **Scalian Germany AG, Hamburg** | *03/2023 – Present (3 years 8 months)*

INTERNAL CONTRIBUTIONS

- Developing learning content and onboarding programmes covering CSR, Agile, and latest psychological insights.
- Presenting Satair and Airbus project learnings to internal teams.
- Mentoring new consultants during onboarding.

PROJECTS

Change Manager | Airbus Operations GmbH | *07/2025 – Present (1 year 4 months)*

- Mapping end-to-end engineering processes for the A350 Cabin Upgrade team, covering ≈150 tasks and workflows.
- Interviewing 40 team members to understand their obstacles to knowledge sharing and what motivates them.
- Facilitating group workshops to build process understanding and encourage knowledge sharing.
- Designing questionnaires and writing reports with recommendations based on interview and survey findings.
- Creating one platform as the single source of truth for all processes, and running explainer sessions to embed it.

Change Manager | Satair | *07/2025 – 09/2026 (1 year 2 months)*

- Leading the change management for the migration to an in-house inbound Transport Management System (TMS).
- Developing a strategic onboarding plan that brought 1000+ suppliers onto the new tool on time, with risks managed.
- Running a stakeholder and impact analysis identifying affected groups and their specific adoption risks.
- Writing the change story and a communication plan with workshops and feedback loops.

People Change Manager | Satair | *05/2024 – 07/2025 (1 year 2 months)*

- Leading change management for the relocation of 70+ employees to a new office site.
- Running a stakeholder analysis to isolate the specific drivers of resistance.
- Coaching team leads in workshops to surface employee concerns early.
- Designing and implementing targeted countermeasures: more attractive workplace, stronger on-site community initiatives, and a one-year commuting allowance.

Project Manager | Airbus Operations GmbH | *03/2023 – 05/2024 (1 year 2 months)*

- Managing PMO activities for A350F across 12 work packages, coordinating timelines and deliverables.
- Developing and tracking KPIs and performance dashboards.
- Consolidating project status, risks and key inputs into structured reporting, using AI tools to accelerate report drafting.

Student Research Assistant (part-time) | **TUM Neurophysiological Lab, Munich** | *08/2021 – 03/2022 (7 months)*

- Conducting EEG, eye-tracking, and behavioural studies as part of ongoing leadership and cognition research.
- Synthesising scientific literature and experimental findings.
- Analysing experimental data using Python and JASP.

Psychology Consultant (full-time) | **Blue Coach, Podgorica** | *01/2019 – 10/2019 (9 months)*

- Designing and administering a company-wide survey on job satisfaction and workplace attitudes.
- Analysing employee survey data and translating findings into actionable recommendations for leadership.
- Applying Hogan Assessment psychometric profiling to evaluate leadership potential for select candidates.

EDUCATION

M.Sc. Neuro-Cognitive Psychology | **Ludwig Maximilian University of Munich** | *2022*

- DAAD (German Academic Exchange Service) Scholarship recipient
- Member of Elite Network of Bavaria
- Grade: 1.4

Postgraduate Specialist Degree in Psychology | **University of Montenegro** | *2019*

- Grade: 9.57 / 10

BA Psychology | **University of Montenegro** | *2017*

- Grade: 8.86 / 10

TOOLS

Platforms & Software | Miro · Jira · Confluence · Microsoft Office · Google Workspace · Planisware · Claude · Gemini

Data & Research | Python · JASP · EEG · Eye-tracking · Survey Design · SurveyMonkey · Hogan Assessment

CERTIFICATIONS

Certified SAFe® 6 Scrum Master | *09/2024*

Hogan Assessment Certification Programme | *09/2019*

PROJECTS & VOLUNTEERING

Participated in “Independent Young Women in Digital Entrepreneurship” Erasmus+ Project | *11/2018*

Provided academic support to elementary school children at a Development Centre | *11/2015 – 06/2016*

Facilitated anti-bullying workshops for students as part of AIESEC Finland | 09/*2015 – 10/2015*

LANGUAGES

Montenegrin — Native | Croatian — Native | English — C1 | German — C1