

STRIVING FOR GROWTH

The first module of the DLD Program for 2nd group of MDEM Intl. team



On 23–25 February 2026, the first module of the Damen Leadership Development (DLD) Program took place in Galați, Romania, with the participation of MDEM_Intl.

Managing Director Olena Zhukova, bringing together professionals of MDEM Intl. from Ukraine and Romania. The three-day module offered a comprehensive and practice-oriented curriculum focused on building high performing teams, effective stakeholder management, navigating conflicting interests, and developing personal and team stress resilience. Through interactive exercises and real case discussions, participants enhanced both individual leadership skills and cross functional collaboration essential for their daily work.

Anatoliy Zaliznyak, PME, MDEM Engineering PM, shared his impressions: “It was great to be a part of the DLD Program, which took place in Galați during the last week of February. The training was led by Claus, an experienced psychologist with an engaging style and impressive expertise. His positive energy and practical approach made the sessions both insightful and highly interactive.”

Anatoliy noted that the group worked through several key leadership topics – including

effective communication, giving and receiving feedback, interviewing, stakeholder management, introducing an issue, and leading a meeting. He emphasized that the hands on exercises allowed participants to immediately apply new skills, and although some tasks were challenging, they provided significant personal value.

“One of the most meaningful aspects of this training was reconnecting with colleagues we had not seen for a long time due



to the ongoing Russia–Ukraine war. We also had the chance to meet new team members for the first time and collaborate with them in group activities, which strengthened our cross site cooperation (Sorina, Polina, Ciprian, and Slava – I truly enjoyed meeting you all!). Overall, the DLD Program was an inspiring and valuable experience that contributed significantly to my personal and professional growth. And this is not the end – I'm very much looking forward to the second session in May," he added.

Polina Bila, Graphic Designer,
MDEM Digital Platforms Support

Group, reflected on the program: "The Damen Leadership Development training is a great opportunity for young leaders, such as me, to try different techniques in a safe space: giving / receiving feedback, stating a problem, finding solutions, etc. It was not easy during the training – real life is more tough and unpredictable – but with the help of my colleagues we had a fun time looking at the same situation from different angles (positions, occupations, even life experience). Their feedback was helpful for future interactions with my team," - noted she.

Over the course of three days, participants engaged in dynamic exercises, experiments, and discussions, gaining valuable tools and knowledge while reinforcing shared objectives. Additionally, participants were invited to a tour throughout the Damen Shipyards Galați yard, which made the program even more engaging, insightful, and enriching.

The second module scheduled for May is to further develop leadership skills across the team. ◀◀

