



## VERONIKA SMIRNOVA, HR Director Europe

Dynamic HR leader passionate about creating inclusive environments where organizations and people thrive together.

Over 15+ years of international experience driving people strategy across Europe, CIS, UK, Turkey, and China.

Expert in building HR functions from the ground up, leading transformation projects, and aligning talent with

business growth in global companies such as **Knauf, Zeppelin, JVM, Sumitomo, and Xometry.**



Specialized in:

- Strategic planning & talent acquisition strategy
- Compensation & benefits design
- Cross-cultural leadership & employee engagement
- Change management & HR technology implementation

Fluent in **German, English, and Russian**, MBTI and NLP Practitioner

SHRM-SCP, LMU LL.M candidate, mentor with IQ-Migranet





# Multicultural Spring.

*It started small, it soared beyond dreams*

History and overview

*Statistics - to be added*





⚡ A blessing in disguise

⚡ From a shower thought to an inspired ONE TEAM spirit

⚡ Born as a project, grown into a force

***A link with video will be added here***



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Here on this page you can find recording of our Multicultural Spring se

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-  France 13.04.2022
-  Nigeria 20.04.2022
-  Croatia 27.04.2022
-  Ukraine 04.05.2022
-  Italy 11.05.2022
-  Poland 18.05.2022
-  Russia 25.05.2022
-  Romania 01.06.2022
-  China 08.06.2022
-  Tatarstan and Bashkiria 22.06.2022
-  Turkey 25.05.2023

