

## Reč odlazećeg direktora

Drage kolegice i kolege, dragi prijatelji,

Nakon intenzivne 3 godine na poziciji direktora NKD-a, divne saradnje sa ljudima u Sekretarijatu, članovima UO NKD-a, članicama NKD-a, partnerima i aktivistima širom Srbije, došlo je vreme da se povučem. Mnogi od vas znaju da sam januara 2019. godine bukvalno uskočio da pomognem proces reorganizacije i rasta NKD-a (pre 2019. godine sam obavljao samo volontersku funkciju predsednika UO punih 9 godina) na period od godinu dana. Nekako se ta godina pretvorila u tri sjajne godine u kojima smo zajedno ostvarili izuzetne poslovne rezultate, a u mom životu se desila i najvažnija promena – postao sam tata.

Vreme je za sledeći korak u mom profesionalnom životu, a šta će to biti - videćemo. Osećam da je nakon usvajanja nove strategije NKD-a, nakon završetka nove organizacione strukture, izgrađenog ozbiljnog potencijala za dalji razvoj koalicije, vreme da se povučem i time obezbedim da ljudi u NKD dobiju više prostora za svoj razvoj. Takođe, promena mog profesionalnog angažovanja izazvana je i promenom porodičnih okolnosti koje zahtevaju da ne budem toliko jako emotivno involviran u vođenje organizacije. U NKD-u je to nemoguće jer NKD smo gradili srcem i samo se punim srcem i celim bićem može i voditi.

Privilegiju da vodi NKD tim u funkciji direktora dobio je naš dragi kolega Danijela Dašić jednoglasnom odlukom UO. Siguran sam da će NKD nastaviti putem uspeha i rasta sa Danijelom, njegovim velikim iskustvom i znanjima. Danijel je do sada uspešno vodio više ogromnih programa i projekata, u Srbiji i inostranstvu, sarađivao sa velikim brojem međunarodnih i nacionalnih institucija, a misiju decentralizacije oseća kao svoju ličnu misiju.

Zahvalnost dugujem i Violeti Stevović, predsednici UO NKD, čija podrška meni i celom timu je bila sjajan balans profesionalnog i prijateljskog. Organizacije rastu na dobrom odnosu direktora i predsednika/ce UO, a to smo zaista imali u prethodne tri godine i očitava se u svim aspektima rada i postojanja NKD-a.

Nemam dovoljno reči da izrazim zahvalnost i sve što osećam za tim NKD-a, posebno ljudima zaposlenim u Sekretarijatu koji su mi pružili neverovatnu podršku na ličnom i profesionalnom planu prethodne tri godine. Reč je o timu koji je porastao na moje oči prethodnih godina, timu koji već više od godinu dana uspešno realizuje velike projekte uz moju minimalnu stratešku intervenciju. Reč je o timu sa kojim sam doživeo neke od najlepših trenutaka u mojoj karijeri. Hvala celoj toj sjajnoj ekipi, a posebno Dragani Cvetković, našoj finansijskoj direktorki, sa kojom sarađujem gotovo svakodnevno više od 15 godina i pored koje sam se ja i ceo tim uvek osećali sigurno i snažno.

Mladen Jovanović

Direktor NKD od januara 2019 – januara 2022

Dear colleagues, dear friends,

After intensive 3 years serving as a Director of National Coalition for Decentralization (NCD), amazing cooperation with the staff of NCD, NCD member organizations, partners and activists from all over Serbia, I feel it is time for me to step down from this position. Many of you know that I have “jumped in” in January 2019 on this position to help the process of reorganizing and development of NCD (prior to January I was a President of NCD Board – volunteer position for 9 years). That original plan was for me to stay for one year on this position. However, one year turned quickly to 3 great years in which we achieved extraordinary results. In that time the most important change took place in my life as well – I became a father.

It is time for my next step, and what that is going to be – we will see. I feel that after adoption of new NCD strategy for 2022-2025 period, after creation of new organizational structure, built huge potential for future development of the coalition, it is time for me to give more space to people in NCD to take over bigger responsibilities and develop. The change is also caused by changes that happened in/to my family that demand from me to be less emotionally involved in organization management. In NCD that is impossible – we have built NCD with heart and only a full and dedicated heart can lead this organization in future.

The privilege to lead this team in future, as a director, received our dear colleague Danijel Dašić who was appointed unanimously by NCD Board. I have no doubt that NCD will continue with success and growth with Danijel, his huge experience and knowledge. In his career, Danijel has been a manager of multiple significant programs and projects, in Serbia and abroad, cooperated with numerous international and national institutions, but at the same time, mission of decentralization feels as his own personal mission.

Special gratitude goes to Violeta Stevović, NCD Board President, who gave me and the Secretariat great support, as a professional and friend. Organizations grow in good working relations between Board presidents and directors, relation such as we had in last three years. I believe it gave results in all aspects of work and existence of NCD.

I don't have enough words to express gratitude and everything I feel for the team of NCD, particularly for staff engaged in Secretariat and their support to me personally and professionally in last 3 years. It is a team that grew in front of my eyes, team that for more than a year is successful in managing complex projects with my minimal strategic intervention. Time spent with this team gave me some of the best moments of my 20+ years of my professional career. My thanks go to the entire team, but especially to Dragana Cvetković, our financial director with whom I have cooperated on daily basis for more than 15 years, making all of us feel safe and strong when she is on the job.

Mladen Jovanović  
NCD Director January 2019 - January 2022