Email: [lgonzalezotero@gmail.com](mailto:lgonzalezotero@gmail.com)

Tel. 687823561

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| Language skills:  Fluent English, Moderate German, Basic Italian & French. Computing skills: Advance Microsoft Office knowledge, Lotus Notes, basic SAP.  Availability:  Total flexibility and availability to travel and/or relocate internationally.   **Professional Profile**  A proactive, focussed, innovative and committed professional, with relevant cross-cultural and international organizational experience in stand alone roles in the areas of HR, Organizational and People Development, Project Management, Leadership Training and Performance Coaching/Mentoring. An accomplished organiser and motivated professional capable of conceptualising, introducing and integrating innovative effective solutions to business and people targets. Excellent communicator and negotiator as to ensure the highest relationships standards within all business stakeholders. My drive is continuous learning and improvement. Always striving for excellence.  **Key Performing Skills**  Standalone Organizational and People Development International business projects. Executive Coaching and Mentoring. Business Change and HR Development Management. “Outside of the box” thinking. Flexible, approachable and creative in the process of implementing delivering effective and innovative initiatives and solutions to complex business or individual achievements.  Self-motivated, adding value through attention to detail and challenges.  **Core Competences**    Integrity, excellence, creativity, organization, initiative.  **Education**   2014 Executive Corporate Coaching. Noble Manhatan, Uk.  2011 Postgraduate University in Business Administration. The Open University, Uk. 2011 Senior Management Certification. The Open University, Uk. 2011 Psychometrics; Recruitment and Selection, The Open University, Uk.  2008 Qualified as a First Aider, certification no. 2029/06, HSE approval no. 70/07, Uk. 2008 Health and Safety Certification. 600 hours, Pragma Social, Spain. 2007 Leadership and Management Programme, 350 hours, Spanish Chamber of Commerce. 2006 Human Resources Management, 200 hours, Spanish Chamber of Commerce. 2006 Empowerment, 100 hours, Spanish Chamber of Commerce 2005 Time Management, 100 hours, Spanish Chamber of Commerce.   1995 Postgraduate University in European Marketing & Languages, Napier University, Uk. Career Tesis  Marketing investigation about the Spanish Leisure business as an international destination, 1995. 1994 BA Hons in International Business, Oviedo University, Spain.  Career Tesis  Marketing research, history and trends of the Spanish airline Industry, 1994.      **Organizational and People Development & Change Project History**   Executive Management Support. Orona Ltd., United Kingdom.                   Dec 2012- Aug 2014.  ORONA's activity centres on the design, manufacturing, installation, maintenance and modernization of mobility solutions, such as lifts, escalators and moving walkways. All key to integral service. Responsibilities: Executive Support to Managing Director and Board of Directors. My responsibilities includes the executive support to MD´s requirements, reporting, analysis and evaluation, travel analysis, office management, Board agenda, coordination and organization of  meetings and events management, coaching and external relations. Other responsibilities include internal communication initiatives, HR support (redundancies & disciplinary issues) and organization and people development.  Human Resources Business Partner; Performance and Project Management. UK Holiday  Business in Leisure Complex .“La Carabasse”. UK, South of France and Spain. Feb 2010 – Nov 2012.          UK expanding leisure business in international expansion operating in the south of France and Spain through the rental and managing of mobile homes villas and owners properties. The business has several lines of business including cleaning & conditioning, maintenance, transport transfers, excursions/events and holistic therapies. The main clientele is predominately within the leisure market, with expanding processes throughout other sites in the Spanish Mediterranean. Responsibilities: Human resources and organizational project management, supporting organizational change and cross-cultural management. Standalone role reporting to business owners. Achievements: Identify, forecast and management of personnel resources according to business units and company sittings. Implement the HR strategy and personnel needs for growth internationally. Design and manage internal workshops, training plans and coaching programs. Executive coaching in the manager´s development of leadership skills. Manage business and personnel first line queries. Implementation of strategic new business lines as the leisure, travelling and special events programs. Work closely to management in organizational change and strategy development. Supervising up to 60+ staff.  Human Resources Generalist; HR Advisory, Industrial Relations and Project Development. Duro Felguera Group, Staythorpe Power Station, Nottinghamshire, UK.    Sept 2008 - Dec 2009.  A leader international industrial group of companies that manages and performs high and very specialised technical jobs in the very demanding sectors of power and nuclear stations. The group operates through major projects worldwide.  Responsibilities: Deliver effective HR project management within a UK platform upon the Spanish and UK legislation, dealing with generalist and specific issues within recruitment, training, health and safety and HR project management. External and industry relations responsible towards both international owner group(Rwe Npower) and main contractor group(Alstom). Standalone role, reporting to central offices and general project management Achievements: Work in partnership with key stakeholders to identify key issues and trends, providing solutions and ensuring initiatives are implemented. That encompassed negotiation with trade unions, the client and main contractor. Contribute to build trustworthy relationships within key external and internal stakeholders with positive results towards business performance and internal motivation (reduction of absence & turnover, increase of productivity, improve of business relationships). Employee mentoring in cultural issues. Successful development of inductions and training programs. Create of an internal communication network, focusing on delivering effective feedback to employees on site and central offices.  Supervising up to 200+ staff   Human Resources Development and Change Eolo Sport Group,Spain.                   Jun 2007 - Juy 2008    Multinational manufacturing company of sporting and outdoor activities products, with main offices in Spain and support offices in Asia and North America. Responsibilities: Lead the implementation of a HR change process within a family business environment. Manage HR cultural change, providing team leadership and management with support and advice in HR issues. Standalone role reporting to business owner. Achievements: Implement of a HR policy in alignment with strategic goals. Provide guidelines on employee relations, training, people development and change management. Create an internal communication system to promote positive working relationships. Implement the health & safety programme and emergency plan. Introduce an effective company training scheme; inductions and leadership skills training. Implement of HR procedures and jobs design. Supervising up to 40+ staff  Central Services Management, Asturias CSC IT Service Centre  CSC, Computer Sciences Corporation, Spain.               Aug 2003 – Jun 2007  A leader IT international company specialised in business solutions, technology and outsourcings. Asturias CSC Excellence IT Service Centre was created, as the worldwide business strategy in Europe,through which to deliver a high performance offshore service worldwide  Responsibilities: Multi-disciplinary role supporting the creation, implementation and development of the Excellence CSC IT Service Centre with HR, Executive Management Assistance, Training, Health and Safety, External Relations and Administration/Facilities responsibilities . Standalone role, reporting to central offices in Barcelona and CSC GTS Manager in Spain, with daily business arrangements with EMEA. Achievements: Manage of administration and facilities issues.  Manage and coordinate of the central services departments, supervising three administrative and reception staff. Manage of Human Resources issues on site, supporting Spain CSC head office; Hr development, recruitment, training, health and safety and performance. Effective Coaching to management. Implement the Induction programme and a welcome to assist starters within the organizational culture and targets. Contribute to the development and formulation of policies and procedures and internal performance monitor groups and systems.  Executive support to EMEA and IT Service Centre Director. Manage and organization of events, conferences and visits; agenda, travelling and accommodation issues. Health and safety development and coordination Assist EMEA project management, managing internal figures, creating and presenting reports. Supervising and coordinating up to 250+ staff.   **Organizaciones** Acreditación - IIC&M, International Institute of Coaching & Mentoring   **Leisure Activities** Yoga, photography, painting, opera, sports and sciences. Support in charitable projects. |