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CAREER SUMMARY:

+20 years of experience in the HR Function overseeing complete Employee Life Cycle and overall HR operations and services. Management of HR strategic and OD projects. Employees guidance. Leadership Team advisor. Relationship and Negotiation with Unions. Internal Communications and RSE actions.

BACKGROUND:

Company: **OLAM**

Position: Human Resources Manager. 08/2012 - today

Report: General Manager (Argentina) and Latina America HR Director (Brazil). Direct reports: 2 Sr. Specialist, 2 Analysts.

Key contributions:

- HR policies and procedures designed and implemented taking into account global corporate policies and local legal, labor, economic and social context; as well as the organizational maturity level, values and culture
- Planning and execution of closing of Peanuts Business Unit: communication and negotiation with Unions and 1:1 meetings with 141 employees. Agreements homologated by Labor Ministry. Mutual agreements between parties
- HR monthly report presented to Management Team (HR budget tracking, overtime cost, absenteeism statistics, training hrs.
- Performance reviews and performance management process optimized with the design, development and deployment of an on-line tool (initially scoped for Argentina – Peanuts and Beans- , later on proposed for Uruguay -Dairy business)
- RSE initiatives such as “reading if Fun” campaign for elementary school students; career planning orientation for high-school students; health & wellness workshops for Olam employee and families
- Talent mapping matrix and HIPO identification by applying HIPO assessment lighting up with more clarity succession
- planning programs and core competencies risk analysis
- Optimization of talent acquisition process results by partnering with BPO to implement onboarding sessions
- Design and launch of the quarterly regional internal communication newsletter
- Total Rewards and benefits package framework designed in line with internal/external benchmark analytics
- Implementation of a web page support to speed up HR services request

Main achievements:

- Saving of 15% manpower cost by implementing legal agreements during low activity and 25% savings on massive separation agreements involving union and Labor Ministry
- Saving and optimization of operating cost by reducing overtime, promoting 0 accidents behaviours and lower absenteeism
- Good dialogue with Unions representatives – no strikes nor force measures taken
- 7% increase on Engagement Index and + 12% on participation rate compared to results of two years before
- 9% increase of performance reviews process completed
- Reduction of payroll claims from an average that used to be around 20 monthly to 1 or 2 maximum
- Internal and external audits with” in compliance with” results

Company: **Accenture**

Position: Sr. Consultant from 04/2007 - 04/2010

Subject Matter Expert – Talent & Research Architecture Shared Services Lead 04/2010 - 07/2012

Report: Sr. Manager Shared Services Business Support. OG Sr. Manager. Direct reports: 15 analysts (variable), 7 specialists

Key contributions:

- Management of the delivery of research data analytics reports, deployment of global surveys (i.e. Engagement, Voice of the Customer, 360° Leadership performance, Hiring Managers satisfaction, New Joiners follow-up, Team Effectiveness, Skills Assessment)
- Definition of governance model for Skills inventory review process and maintenance of global competency management inventory.
- Change Management Project Lead: HR Shared Services Transition (Argentina-India, and Argentina-USA)
- Coaching and Performance Evaluation (contribution model), review of salary bands and career Planning.
- CSR team member and active volunteer in various co-led initiatives with NGOs.
- Change Management Project Sr. Consultant, supporting external clients projects such as IT outsourcing; cultural change and process oriented projects for YPF , Shell, Caterpillar , Banco Galicia , TGS, Telecom.

Main Achievements:

- Projects kick-off and go-live on timely manner. Follow-up assessment of Change, with high acceptance results.
- Increased scope and activities for Argentina Shared Services and accomplishment of SLA´s on each service request.
- Time reduction on skills inventory maintenance and process improvement implementing SME´s feedback and Sharepoint tool.

Others:

- Sodexho SA Argentina (Food Services) 02/2006 - 03/2007. Head of Training and Development
- Arlei S.A. (Leather Manufacturing) 12/2003 - 09/2005. Head of Employment Training and Development
- Holding Company (Omint, Herny J 'Beans, Solar de la Abadia) 02/1999 - 06/2001. Training Sr. Analyst
- Repsol -YPF SA (Oil & Gas Production) 03/1996 - 02/1999. Recruitment and Training Responsible
- Intersoft SA (IT Developer Company) 06/1994 to 01/1996. Training Analyst

ACADEMIC EXPERIENCE:

- Labor Orientation workshop deployed for students of Engineer careers, Rio Cuarto University (2018)
- Participation as author in the book “Yo, Tu , Ellos...y la importancia de los otros en la construcción de Identidad Profesional” (Editorial Brujas. 2019)
- Introduction to Change Management in consulting projects, deployed for students of Business Administration , Buenos Aires University, Austral University, Palermo University (2007)

EDUCATION :

- University Degree: BA in Educational Psychology. Universidad del Salvador (1993)
- Graduate Degree: Human Resource Management UADE (2000)
- Main courses and areas of study: Leadership, Teamwork, Coaching, PNL, Negotiation, Project Management (PMI)
- Compensation and Benefits Conferences
- Language: English. Advanced Level
- Office (Excel, PPT, Word): Advanced