

Juliana Faus

SUMMARY OF QUALIFICATIONS

Human Capital professional with over 10 years of HR experience combined with a Finance educational background. Dynamic Leader and facilitator with exceptional strategic, operational, analytical and organizational abilities. Expertise in multiple human capital disciplines such as coaching, diversity and inclusion, talent and leadership development, learning strategy and facilitation, employee engagement, recruitment, retention, and performance management. Results-oriented and effective in guiding self and teams to produce high performance metrics. Promoted to positions of increased responsibility and engaged in strategic projects.

PROFESSIONAL EXPERIENCE

- | | | |
|---|------------------|--------------------------|
| On Purpose Talent, LLC | Miami, FL | 07/2017 – Present |
| EXECUTIVE COACHING & HR SOLUTIONS | | |
| Founder | | |
| <ul style="list-style-type: none">➤ Certified in Core Energy Coaching, received intensive training, paired with several additional paid coaching hours.➤ Marketing, selling, and providing coaching services to executives, entrepreneurs and high potentials on business development, conscious leadership and emotional intelligence.➤ Master Practitioner of the ELI Assessment tool, a proprietary research backed attitudinal assessment designed as a quick diagnostic to shift an individual's mindset impacting leadership effectiveness. Profiled in Forbes as one of the top 3 assessment tools for all executives.➤ Successes range from coaching business owners on creating a laser-focused strategic vision, delegating effectively through succession planning, resulting on a 350% ROI on the coaching engagement.➤ Aligning leaders and businesses creating work life balance, a clear and relevant Diversity and Inclusion strategy, resulting in higher employee engagement and increased sales.➤ Coaching high potentials on aligning career trajectory and shortening the runway with purpose, leadership development and overall greater job satisfaction. | | |
| PwC, LLP | Miami, FL | 03/2007 – 11/2018 |
| DIVERSITY AND INCLUSION LEADER – SOUTH EAST REGION | | 04/2017 – 2018 |
| Senior Manager | | |
| <ul style="list-style-type: none">➤ Drive and deliver the Firm's diversity agenda to the southeast region to 4,600+ employees by identifying gaps, designing a relevant strategy and executing.➤ Lead all aspects of identifying and delivering strategic initiatives to advance and retain diverse professionals.➤ Serve as a trusted advisor on diversity issues to market leaders, human capital stakeholders, and talent acquisition team.➤ Engage in performance management, executive coaching, and strategic client assignments for diverse professionals.➤ Frequent public speaker at training sessions, recruiting events, all-hands meetings, and other internal platforms. | | |
| HUMAN CAPITAL LEADER - FLORIDA REGION | | 01/2016 – 04/2017 |
| Director | | |
| <ul style="list-style-type: none">➤ Responsibilities included executing the National Human Capital as well as the Diversity and Inclusion strategy which is to attract, retain, develop and advance top talent for the 1,200+ professionals in the Florida region.➤ Active leader and member of the Florida market council developing and executing strategies with the Line of Service leaders acting as a trusted business advisor.➤ Demonstrated ability to anticipate and influence talent strategy development, internal talent management and career development across territories.➤ Lead a team of 13 HR professionals across Florida evaluating performance against established expectations. Set team and individual goals, establishing development plans, appropriate daily coaching and mentoring, as well as succession planning. Responsible for performance management and reviews at all levels.➤ Collaborated with the Talent Acquisition Team on headcount and budget planning.➤ Guided teams and Partners on performance issues, such as corrective counseling, training and development, and progressive discipline methods and processes. | | |

- Provided active executive coaching and mentoring to the management team and Partner pipeline candidates.
- Planned and executed compensation strategy, communication, and planning for all of client service staff in the Florida region as well as HR team.

FLORIDA TAX HUMAN RESOURCES LEADER

04/2011 – 01/2016

Manager

- Guided the management team and Partners on performance issues, such as corrective counseling, training and development, and progressive discipline methods and processes. Ensure counsel and documentation is consistent with policies and procedures.
- Provided active and daily executive coaching and mentoring.
- Managed team performance against established performance expectations. Including setting team and individual goals, establishing development plans, and appropriate daily coaching and mentoring as well as succession planning. Responsible for performance management and review at all levels.
- Knowledgeable on evaluating, analyzing and interpreting needs of our clients and people supporting and driving the overall Firm strategy.
- Reviewed the revenue forecast, budget allocations, future campus and experience recruiting goals, succession planning through workforce and manpower planning; Plan and execute compensation strategy, communication, and planning.

FLORIDA TALENT MANAGEMENT SPECIALIST

03/2007 - 04/2011

Senior Associate

- Forecast revenue on a bi-monthly basis for the tax department in all of Florida based on cost of current and future headcount. Prepare and update the budget on a monthly.
- Responsible for deploying Tax client service staff within the US Firm.
- Heavily involved with semi-annual performance management, coaching and development, and talent management for all levels of the Tax practice in Florida.
- Partner with Recruiting Team to recommend additional or new external hiring resources. Review resumes, coordinate and conduct interviews, carry out orientation for new hires; Exit personnel collecting firm's assets, as well as handle lay-offs.

Romeu & Cia.

Barcelona, Spain

12/2004 - 11/2006

LOGISTICS COORDINATOR

- Coordinate maritime and terrestrial transports of isotanks for Export and Import in the Mediterranean. Control the devolution of empty units of Mediterranean shipments.
- Maintain inventory of all 300+ isotanks, coordinate and schedule performance tests, prepare forecasts, budgets and statistics of tanks' shelf life.
- Coordinate transport and prepare all documents related to corrosive and dangerous materials being shipped in the Mediterranean.
- Create shipping documents, bill of lading, coordinate customs clearance, and all pertinent documentation.
- Prepare invoices to clients and to the Corporate Office, Intermodal Tank Transport.

Franklin Templeton Investments

Ft. Lauderdale, FL

01/2001 - 10/2004

ASSISTANT SUPERVISOR - Fund Accounting Department

- Assist in the review and analysis of the daily accounting and pricing for 12 mutual funds within the team.
- Review and analyze monthly Board of Director report packages and ensure all calculations provided to the Board of Directors are accurate and consistent.
- Review and analyze semiannual and annual financial statements for mutual funds to be distributed to the Board of Directors, shareholders and filed with the SEC.
- Review and analyze expense budgets and expense projections for mutual funds. Ensure fund expenses are in line with figures reported in the fund prospectus.
- Prepare yield calculations for fixed income funds and ensure the calculations being reported are consistent with market trends and movements.
- Prepare and analyze excise tax packages for all fund types.

EDUCATION

Escola Universitaria d'Estudis Empresarials, Universitat de Barcelona **Barcelona, Spain**

- Master's Degree in International Business.
- Postgraduate Degree in Valuation.

Florida Atlantic University

Boca Raton, FL

BACHELOR OF SCIENCE DEGREE

- Finance Major.
- International Business Major.

PUBLISHED WORKS

Expansion of the Panama Canal: Challenges and Alternatives for World Commerce and International Business

2005 Escola Universitaria d'Estudis Empresarials, Universitat de Barcelona
Final Thesis, by Samer Farach, Juliana Faus, and Robert Maduro.

LANGUAGES

Fluent in Portuguese and Spanish.