

## MBA – HUMBERTO HERNANDEZ BECERRA

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### HUMAN RESOURCES EXECUTIVE

**Organizational Development & Change Management | High-Growth Organizations | Start-ups & Expansions**

#### Executive Overview

Executive with 13 years of experience in Leadership and Talent in international companies in the Automotive, Manufacturing, Metal Mechanics and Retail industries, who translates business vision into Human Resources strategies and initiatives, improving business performance and profitability through development and the commitment of employees, establishing strategies to attract, retain, develop and motivate employees, managed labor relations with unions to ensure a good working environment and the continuity of operations seeking sustainability of the organization through improvement tools continuous and problem solving, generating opportunities for improvement and cost savings, strengthening organizations, increasing their competitiveness, generating high-potential talent.

#### Education & Professional Credentials

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|---|--|
| • <b>Master's in Business and Top Management</b>  | Universidad Ibero de León                                |
| • <b>Bachelor's Degree in Business Management</b> | Dualen Hochschule Latino America - UNID (Anahuac System) |

#### Signature HR Qualifications

HR Best Practices  
Organizational Development  
Change Management  
Leadership Development  
Labor Relations

Communication  
Payroll  
Talent Acquisition  
Staff Coaching & Mentoring  
Employee Relations & Diversity

Performance Improvement  
Salaries & Compensation  
HR Policy, Process & Systems  
Environment, Health & Security  
Continuous Improvement

#### Professional Experience

**Autoneum Automotive San Luis Potosi**

**October 2024 – April 2025**

##### Human Resources Manager

Responsible for the Human Resources operation in a plant dedicated to the production of thermal and acoustic insulators for the automotive industry.

**EVERCAST (Site with 3 Automotive Plants with a HC of more than 1,200 people)**

**October 2018 – October 2024**

##### Human Resources Manager

Responsible for Human Resources in which I have led the preparation of the organization's talent for inorganic growth through 5 expansion processes and reaching sales of USD \$200MM with a HC of 1,200 employees, improving talent management processes and moving from a function focused on industrial relations to a Strategic Human Resources Partner for 3 automotive plants with 3 different processes of Nodular Iron Casting, Machining and Coating for the production of brake systems, making the organization one of the most attractive and recognized in the State of Guanajuato, achieving Benchmark in various performance indicators. Human Resources in the region.

Leader of the change process and installation of the new cultural model of Draxton North America and the development of leadership teams (LDT) in each of the 6 plants for the development and strengthening of leadership competencies in Directors, Managers, Leaders and Coordinators, improving the work environment and organizational culture.

##### Achievements:

- Ensure union stability and a good working environment, successfully achieving the legitimization of the collective bargaining agreement with an approval rate greater than 98% and the annual negotiations of the collective bargaining agreements successfully.
- Make the company a benchmark in the region for various human resources indicators such as voluntary turnover less than 1.2%, total turnover less than 3.5%, unjustified absenteeism less than 1.5%, internal promotability greater than 85%, and a work environment survey with a satisfaction level greater than 95% annually.
- Creation of the internal leadership academy, reaching more than 100 employees, managing to develop soft skills and modeling behaviors aligned with the organizational culture.
- Successfully ensure 5 expansions ensuring compliance with change management processes, hiring, training, organizational development and internal promotability through letters of succession.
- Share the best practices with other plants of the group and coordinate the installation processes to ensure their application and success, managing to improve the main indicators of human resources.
- Re-designed HR processes and talent strategies to drive business growth, including: work force planning, leadership competencies, talent sourcing and performance management.
- The facilities for the employees were improved through the expansion processes, increasing the satisfaction of the workers and improving the image of the company.

- Support was provided by accompaniment to leaders in crisis situations for the preparation of action plans for the solution of problems and internal organizational communication.
- Internal communication was improved promoting the vision and mission of the business, the main indicators of the areas, the annual strategies, and the tactical plans of the areas, achieving alignment throughout the organization and contributing to the achievement of objectives. Externally, a strategic communication plan was designed to improve the image as an employer brand.

### **AUMA (Automotive Aluminum Casting Company) | 3 Plants**

**August 2017 – October 2018**

#### **Human Resources Business Partner**

Leader of the areas of recruitment and selection, training, payroll, labor relations and medical service. Responsible for compliance and continuous improvement of the main human resources indicators for 2 machining plants and 1 die casting plant for the production of automotive products, mainly for powertrains.

#### **Achievements:**

- Design and execution of the Human Resources BSC and improvement plan, to reduce the average monthly turnover from 13% to 4% and decrease absenteeism from 7% to 2.5% per month, contributing to the retention of talent and improvement of indicators in the production areas
- Successfully implement rightsizing processes through multi-skill plan design, improving labor efficiency and generating monthly savings of 5% in payroll.
- Successful start-up of a new machining launch plant, ensuring the hiring, training and delivery of operational and administrative personnel on time and with the level of competence required to ensure the SOP according to the Plant Management plan.

### **DRÄXLMAIER Components Automotive of America**

**Jun 2013 - Aug 2017**

#### **Human Resources Coordinator – HR Management**

Human Resources Leader during the start-up of a new automotive plant in Matehuala, San Luis Potosí with a HC greater than 1500 people. Under my responsibility I had the processes of attracting talent for Staff and Operations personnel, hiring and, onboarding, technical training, payroll and labor relations.

#### **Achievements:**

- Timely compliance with the general plan for hiring and training employees throughout the start-up process of the plant and training management in other 4 plants of the group, achieving a successful SOP.
- Training and development of the Human Resources area and its indicators during the start-up process of the plant and the production ramp up, aligning the strategy with the needs of the operation.

### **Special Projects from Head of HR LATAM**

Design of strategies with the Human Resources department of LATAM for the scope and fulfillment of the strategy of the Business Department and the operations of 7 plant with HC of 7000 people.

#### **Talent Attraction Coordinator**

Responsible for the talent attraction strategies for Staff and Operations positions for the electrical systems plants, interior systems and LATAM Corporate area for a Site of more than 7000 people.

### **Other management positions in the retail industry**

**Manager | PUMA México & Grupo AXO**

**Oct 2011 – Jun 2013**

### **Extended Education & Certifications**

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|--|---------------------------------|
| • CHRO – Strategic Management of Human Capital, Sr Executive Program | IPADE - 2024                    |
| • Organizational Development & Change Management                     | ITAM - 2024                     |
| • Specialization in Labor Relations and Compliance                   | Latam Business School - 2022    |
| • Human Resources Business Partner Certification                     | Latam Business School - 2021    |
| • Management Skills Certification                                    | Tecnológico de Monterrey - 2019 |
| • Organizational Development & Change Management                     | Tecnológico de Monterrey - 2018 |
| • Lean Six Sigma Green Belt Certification                            | Lean Six Sigma Institute - 2023 |
| • Lean Six Sigma Yellow Belt Certification                           | Lean Six Sigma Institute - 2022 |
| • Management & Leadership Skills Certification                       | CDG+ - 2020                     |
| • Internal Auditor IATF 16949:2016 Certification                     | Plexus International - 2019     |