



HUMAN RESOURCES

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Professional Consultant and Coach

Favorite subjects:

Human Management, Planning & Communication



Human Resources graduate from the Industrial Relations school of the Andres Bello Catholic University with post graduate studies in the Guayana Experimental University, Central Technological University and the XLIII Advanced Management Program from IESA- Venezuela Administration Superior Studies School. Also, is a certified Coach of the Seven Habits of Highly Effective People and of the Accelerated Learning.

Ample technical and operations experience in the following industries and areas: iron, gas & oil, auto parts, pulp & paper, construction and consulting in Venezuela, Brazil and Colombia. Focuses on the practical solutions for talent management and national operation of the business strategy in the areas of training, compensation, organizational growth, career planning, corporate communications, labor relations, industrial safety and strategic planning using Balanced Scorecard (BSC).

Has the tools and proven management solutions, acquired in median and large national and transnational companies. Has held positions as Manager and Director. Has been authorized Company spokesman in his occupied positions.



HUMAN RESOURCES

I. RRHH MANAGEMENT SERVICES

To take care of the vital Company functional element, the people, we have developed and applied successfully tailored solutions, which offers the following human resource management products:

- 1. Management of the human resource.**

Our qualified consultants can attend all the required activities for an effective human resources management, with guarantee of reliability, response ability and less expense for an efficient personnel management.

- 2. Recruiting and talent selection.**

The most reliable methodology to attend in opportunity and quality the technical, supervisory, managerially and directionally talents, of your Company, nationwide and internationally.

- 3. Description and valuation of positions.**

Prepare positions job descriptions using different universal accepted methodologies (Kress, factors integration, etc.).

- 4. Salary and wages surveys and design of salary policies.**

Survey development to determine the competitive level of the compensation levels in your company and prepare the practical guides for the administration in the salary policies.

- 5. Talent management based in competition.**

Experienced in establishing competition models for a proper talent management system in your Company.



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6. Planning and career growth.

Design and implementation of career planning and growing systems, that include performance measurement, potential estimate, replacement positions, technical and supervisory training plan, for maximum usage of his talent.

7. Labor peace programs, counselling and conflicts handling.

In a labor and corporate turmoil environment, it is required a human management system with a systematic and permanent strategic vision, that will assure the continuity of the Company in time through the people. The system is driven to achieve a significant reduction of labor conflicts.

8. Cost estimate and negotiate collective conventions.

Using cost models, we provide efficient and reliable support to the process of collective convention negotiation.

9. Analysis and organizational design.

We have proven methodologies for organization analysis oriented to increment better organization performance levels.

10. Organizational atmosphere studies.

Using on line systems, we provide studies of the organizational atmosphere, that help to make the right decision in keeping the comfort levels in your organization.

11. Assist foreign companies to establish operations in Colombia .

Get work or investor visas, find proper housing accomodations, provide transportation services, design, construct and/or lease office and operational facilities, write up and register companies, schedule meetings with interested parties and provide family household and recreational activities..



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RELEVANT PROJECTS DEVELOPED - SAIC

PROJECTS
Design and evaluation of Company positions.
Revision and updating job descriptions.
On the job safety and health management models.
Anonymously client evaluation.
Internal communication strategic program design.
Strategic planning workshops.
Wage compensation system.
Wage design policy- standards and procedures.
Development of internal communications skills.
Organizational analysis Project.
Personnel selection and recruiting service.