



# Manuela Souto

ESG · ENGAGEMENT SPECIALIST

Madrid, Spain

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## Summary

Passionate ESG strategist and HR leader driving environmental sustainability, social responsibility, and diversity initiatives. Proven track record in crafting global policies and fostering workplace happiness for organizational success.

## Experience

### Stratio BD

Madrid, Spain

ESG & ENGAGEMENT SPECIALIST

2020 - Present

- Spearheaded ESG initiatives targeting environmental sustainability, social responsibility, and governance practices.
- Contributed to policy development aligning business objectives with ethical and sustainable practices.
- Negotiated, designed, and implemented equality and diversity policies ensuring compliance.
- Crafted global policies promoting Diversity, Sustainability, and Well-being, establishing a robust framework for organizational success.

### Stratio BD

Madrid, Spain

CULTURE AND TALENT DEVELOPER

2017 - 2020

- Designed cutting-edge training programs fostering professional growth and honing essential soft skills, empowering individuals for success in a rapidly evolving workplace.
- Implemented engagement strategies and promoted a positive work environment.
- Implemented strategies to enhance employee engagement and well-being.

### The Corporate Wellbeing

Madrid, Spain

PEOPLE CARE AND WELL-BEING CONSULTANT

2014 - 2017

- Designed and implemented transformation plans to improve working environments.

### Humanlab

Madrid, Spain

HR SENIOR CONSULTANT

2009 - 2014

- Managed sales and commercial operations.
- Designed methodology and executed projects in recruiting, engagement, training & reskilling, performance, professional coaching, and change management.

### Shell

Madrid, Spain

HR GENERALIST

2006 - 2008

- Managed recruiting, HR advisory, training, diversity, and inclusiveness.

## Skills

<b>Digital</b>	Expertise in engagement and data culture in digital environments
<b>People</b>	Strong background in personal and organizational transformation
<b>Communication</b>	Excellent communication and interpersonal skills
<b>Management</b>	Management 3.0, Data culture, Agile methodologies enthusiast
<b>Languages</b>	Spanish, English

## Certificates

- 2019 **Brain and Body**, Nirakara.org
- 2019 **Professional Scrum Master I (PSM1)**, Scrum.org
- 2018 **Management 3.0**, Jerónimo Palacios & Associates, Scrum.org
- 2017 **Mindfulness-Based Stress Reduction (MBSR)**
- 2017 **Event on Neurobusiness**
- 2016 **II Congress of Healthy Company**
- 2015 **Prototyping Course**, EOI

Education

<b>Universidad de Alcalá</b> MASTER IN INTEGRAL COMMUNICATION	Madrid, Spain 2005
<b>Universidad Complutense de Madrid</b> BACHELOR'S DEGREE IN WORK PSYCHOLOGY	Madrid, Spain 1998 - 2003
<b>Universidad de Alcalá</b> EXPERT IN NON-VERBAL COMMUNICATION,	Madrid, Spain 2007
<b>HUNE School</b> EXPERT IN EXECUTIVE COACHING	Madrid, Spain 2009
<b>Universidad Rey Juan Carlos</b> MASTER NEUROMANAGEMENT	Madrid, Spain 2016 - 2017

Interests

**Lifestyle**    Yoga, Meditation, Music, Design, Health, Nature, Innovation