



Manuela Souto

ESG · ENGAGEMENT SPECIALIST

Madrid, Spain

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Experience

Stratio BD

Madrid, Spain

ESG & ENGAGEMENT SPECIALIST

2020 - Present

- Spearheaded ESG initiatives targeting environmental sustainability, social responsibility, and governance practices.
- Implemented programs driving environmental sustainability, social responsibility, and governance objectives.
- Contributed to policy development aligning business objectives with ethical and sustainable practices.
- Designed and executed engagement strategies fostering organizational cohesion.
- Negotiated, designed, and implemented equality and diversity policies ensuring compliance.
- Collaborated with foundations to uphold diversity policies.
- Transparently reported progress on ESG initiatives.
- 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

- Orchestrated dynamic team-building events to cultivate synergy and morale among staff.
- Designed cutting-edge training programs fostering professional growth and honing essential soft skills, empowering individuals for success in a rapidly evolving workplace.
- Specialized in fostering happiness and professional development.
- Implemented engagement strategies and promoted a positive work environment.
- Designed and managed Diversity, Equity, and Inclusion (DEI) strategies.
- Implemented strategies to enhance employee engagement and well-being.
- Played a key role in promoting a positive work environment conducive to innovation and growth

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.

Airbus

Madrid, Spain

INTERNATIONAL RECRUITER

2008 - 2009

- Designed and executed talent acquisition assessments.

Shell

Madrid, Spain

HR GENERALIST

2006 - 2008

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

Skills

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

Interests

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

Education

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