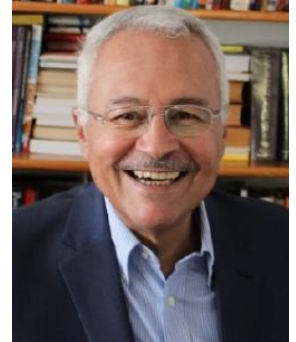


PROFILE CONSULTANT / TRAINER

Jesus Lechuga Almaraz
 Counselor of Organizations and Facilitator
 Network partner of CONTUR



Nationality: Mexican

<p>Key Activities</p>	<ul style="list-style-type: none"> ▪ Main focus towards areas of: <ul style="list-style-type: none"> - Strategy <ul style="list-style-type: none"> - Strategic management and future business configuration - Systemic thinking and smart organizations - Balanced Scorecard - Human relations management <ul style="list-style-type: none"> - People management - Description, analysis and change of organizational culture - Work environment and people engagement - Administration of compensations and benefits - Strategic management of human capital - Financial impact of human capital management - 360 performance measurement based on competencies - Family business management <ul style="list-style-type: none"> - Family protocol - Family asset management - The succession: pass of the courier
<p>Employment history</p>	<ul style="list-style-type: none"> ▪ 18 years as an HR executive in manufacturing, commercial and service companies. ▪ 25 years as a consultant for companies in the areas of strategy, human capital and family business management. (www.jesuslechuga.com)
<p>Education</p>	<ul style="list-style-type: none"> ▪ Degree in Psychology from the Technological Institute of Higher Studies of the West (ITESO in Spanish). ▪ Master's Degree in Administration from the Monterrey's Institute of Technology and Higher Education (ITESM in Spanish).
<p>Teaching / Facilitation</p>	<ul style="list-style-type: none"> ▪ 43 years of experience as a teacher in educational institutions and global companies: <ul style="list-style-type: none"> -Monterrey's Institute of Technology and Higher Education (ITESM). -Panamerican Institute of Senior Business Management (IPADE). -22 years in different topics at the Virtual Univerity of the ITESM.

Level of hierarchy

- Senior management
- Intermediate management
- Project manager
- Young executives
- Shopfloor employees

Working languages

- Spanish
- English

Experience

- Mexico
- International: Venezuela, Colombia, Dominican Republic, Peru.