



"Better human teams make better companies; better companies make a better society"

Education

Ana Isabel Merino holds a Degree in English Philology from the University Complutense de Madrid, she is an Executive Coach (ACC: Associate Certified Coach) for International Coach Federation (ICF) and for Organization and Relationship Systems Coaching (ORSC) by CRR Global.

Academic Afiliation

She is an affiliate member of the McLean Institute of Coaching/Harvard Medical School and has conducted research in the areas of talent development and organizational behavior at Harvard Business School, Stanford University, University of California, Berkeley; University of Chicago and Georgetown University, Washington D.C.

Company Collaboration

As a consultant, she has worked in the design and execution of cultural transformation processes in large companies, as well as in processes of institutionalization and professionalization of family businesses in times of transition to the next generation. Her labor of accompanying management teams has focused on helping them improve the dynamics of their management committees as a tool for cohesion, efficient decision making and development of leadership skills.

The processes of coaching for managers and ad hoc training sessions in leadership abilities have complemented the consulting activities, facilitating the creation of professional environments with a high level of commitment and collaboration.

She is specialized in the areas of diversity management for management teams, dynamics to generate mutual trust, meeting facilitation, resolution of conflicts, difficult conversations and female leadership in organizations.

Company Roles

Since 2008 she has been a part of the management consultant team for Professor Luis Huete at IESE Business School. She previously worked at Credit Suisse, Repsol YPF, Linklaters, PwC, Grupo Bassat Ogilvy, Société Générale and Johnson & Johnson. She also dedicated herself to teaching in various institutions of Las Palmas on the Canary Islands.

Publications

Co-author of several coaching articles with Luis Huete which were published in the Aptitus magazine of Grupo El Comercio de Lima.