



**ANA ISABEL MERINO**

**EXECUTIVE & TEAM COACH**

**CONSULTANT**

**FACILITATOR**

**TRAINER**

**SPEAKER**

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Trusted Advisors in Complex Environments

**Cultural transformation ; Family Business ; Leadership Development & Training**

## Education

Ana Isabel Merino holds a Degree in English Philology from the Complutense University of Madrid. Certified Executive **Coach** by the International Coaching Federation (ICF), and certified in **Systemic** Management & Organizational Constellations by Cecilio Regojo. She has been trained in Organization & **Relationship** Systems Coaching (ORSC) by CRR Global, and in PAEI Leadership Roles & Styles by **Adizes Institute**.

## Academic Affiliations

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

## Collaborations with companies

As a consultant, she has accompanied executives and management teams in **cultural transformation** programmes to achieve corporate cultures more aligned with the values and strategic challenges of the companies; and **family businesses** in the preparation of generational transitions.

With her interventions, through **ad hoc training** sessions in leadership competences and **coaching** processes for managers and teams, she has facilitated the creation of professional environments with a high level of commitment and collaboration. She has worked with management teams to improve the dynamics of their management committees as a tool for cohesion, efficient decision making and development of leadership skills.

Among the clients with whom she has collaborated are companies such as Air Liquide, Banca March, Deutsche Bank, Enagas, Gocco, Grupo Aje, Grupo ASV, Grupo Cars, Hoteles Porcel, International House, Mangas, Nationale Nederlanden, Repsol, Santander Securities Services and Rijk Zwaan.

Her areas of expertise are diversity management in teams, mutual trust building dynamics, meeting facilitation, conflict resolution, difficult conversations and women's leadership.

Her passion is **building trust** to achieve sustainable results at individual, family, team and organizational levels.

## Positions

Since 2008 she has been a member of IESE Business School Professor Luis Huete's management consulting team. Previously, she worked at Credit Suisse, Repsol YPF, PwC, Ogilvy, Société Générale, Johnson & Johnson and was a lecturer at various institutions in Las Palmas de Gran Canaria.

## Publications

She is co-author with Luis Huete of several technical notes for IESE Publishing and of coaching articles published in the magazine Aptitus of Grupo El Comercio in Lima.



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