

## Mauricio Cardenas, Partner

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**Mauricio** has been a manager, consultant, trainer and coach since 1979 in the fields of human resource management, labor relations, strategic planning, organizational development, performance improvement, and safety culture transformation for companies in the oil & gas, mining, chemical, cement, steel, transportation, telecommunications, pharmaceutical, food & beverages, automotive, banking, insurance and higher education industries in the U.S., Latin America & the Caribbean, and Europe. He is currently LIM's Latin America Regional Director and has been a LIM Learning Coach and Leadership and Team Development Consultant since 1996, supporting organizations such as AngloGold Ashanti, AstraZeneca, General Motors, HSBC, Inter-American Development Bank, Kellogg Foundation, Merck, Newmont, RSA, Shell, Philips, Superfoss, Terra-Lycos, UNDP, World Bank in the U.S., Denmark, Spain, Hong Kong, Mexico, Puerto Rico, Honduras, Colombia, Venezuela, Ecuador, Peru, Chile, Argentina, and Brazil.

He was a Senior Consultant with JMJ Associates and BST, Behavioral Science Technology, where he consulted on leadership transformation and safety performance improvement at companies such as Akzo Nobel, Cargill, Chevron, Conoco-Phillips, Cytec, Ecopetrol, Exxon Mobil, Holcim, Johnson & Johnson, Oxy Chemicals, Potash, Shell, and Unilever. He was Organizational Development and Training Manager at Brightstar, a leading global telecommunications distribution and solutions provider company, and has taught international business, cross-cultural management, organizational change management, human resource management and labor relations at the University of Miami (Florida), ESAN (Peru), University of North Carolina at Greensboro (North Carolina), Tecnologico de Monterrey (Mexico), Universidad de los Andes (Colombia) and ESPOL (Ecuador). He was a Fulbright Scholar in 1993-94 at the University of Pittsburgh and supported the expansion of the Society for Organizational Learning network in Latin America by managing an electronic forum which included close to 900 members in 24 countries. He graduated as an Industrial Engineer from Universidad de los Andes in Bogota (Colombia) and received a master's in Technology Management from the University of Denver (Colorado).

### ***Areas of capability include:***

Action Reflection Learning	Executive and Team Coaching
Negotiation	Cross-cultural Management
Leadership Development	Culture Transformation
Team Development	Organizational Development
Safety Performance Improvement	On-line Facilitation and Training
International Business	Fluency in English, Spanish & Portuguese

*We develop your leaders while they develop your business.*