

## GLORIA POAL

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Solid Human Resources executive, with more than 17 years experience in leading teams, 15 years experience in the HR field, and a diversified / international background.

### PROFESSIONAL EXPERIENCE :

#### **2.008 – Present:**

**Zanini Group (spanish multinational, more than 700 employees in 10 working centres in Europe, America and Asia, automotive components' sector, world leader in its main product).  
Corporate Human Resources Director**

- Member of the Company's leading executive team.
- Team: 2 direct reports / 7 functional reports (HR Responsibles of the diverse factories of the Group)
- Besides the usual responsibilities of the role, remarkable aspects are (up to now):
  - Definition and launching of management systems that ensure, at a Group (worldwide) level, the obtention / comparison / tracking and consolidation of information for reporting and decision making. More specifically the information addressed to the management of: headcount (workforce) / budgeting labour costs / salary review / performance and development.

#### **2.005 – 2.007**

**ISDIN Laboratory (spanish multinational, in 2.007 more than 450 employees in 4 subsidiaries in Spain and South America).**

**Human Resources Director** (reporting to the Chief Operating Officer)

- Member of the leading executive team of the Corporate Resources Area.
- Team: 2 direct reports.
- Setting up the (previously non-existing) HR Department. Establishing the systems, processes and programs that are necessary to ensure talent attraction/retention, cultural change and sustainable growth: Recruitment/Selection/Search schemes, Learning/Development Plans, Landing Program, Compensation & Benefits Scheme, Budget / Headcount follow-up & control mechanisms, specific HR support to subsidiaries (Portugal, Chile, Argentina, including expatriate/s), etc.
- Besides the above mention creation of the HR Department, remarkable aspects are:
  - Launching of Human Resources SAP System (Payroll / Selection / Organizational Structure Modules),
  - Outsourcing of services at the logistic center.
  - Concentrating the temporary work in an only Temp.Agency provider. Renegotiation of fees. Achieved the obtention of an "in plant", and savings up to 125.000 € yearly for the Company.

#### **2.001 – 2.004**

**DEUTSCHE BANK S.A.E. (Spanish subsidiary, 3.000 employees, DB Group)**

**Learning & Development Director Iberia (Spain & Portugal) / Human Resources Department.**

- Member of the HR Managing Team / member of the DB Group Learning & Development Managing Team (Europe Region).
- Team: 4 direct reports.
- Definition / Deployment of a Languages Training policy whose main results have been: the Company in Spain was able to face the strategic challenge of rapidly become international / a cost savings consequence of 350.000 € in 2 years.
- Responsibility over Internal Communication. Design of Corporate Social Responsibility initiatives
- Contributing to the design / implementation of the integrated HR policies (compensation, career plans, etc.) to support a strategic business project of the Private and Business Clients Division.

### **1.996 - 2.000**

#### **TECHNICAL UNIVERSITY OF CATALONIA (UPC)**

**Head of Staff Access and Development** (Quality / Human Resources Department)

Member of the management team of the Quality / HR Department.

Team: 4 direct reports.

- Design and development of an External Mobility Plan for Academic Staff that led to an increase of 157% of academic staff mobility.
- Initiator and leader of "Poliedre: Intranet of Knowledge Resources". Aimed at generating, sharing and spreading knowledge.
- Implementation of a Development Scheme for Board of Directors of Academic Units, linked to the strategic planning process of UPC.

### **1.992 - 1.995**

#### **CIREM (Centre d'Iniciatives i Recerques Europees a la Mediterrània)**

**Senior Consultant / Researcher** (Department of Enterprise / Labour Market)

- Projects linked to European Community Programs and European networks
- Consulting for several companies and organizations (Citroën Hispania, Solvay, Employers' Associations, Electrotechnic / Metallurgy Associations, Trade Unions, etc.)

+ **Free Lance work** for some months on Employment Training / Continuous Training & Development, parallel to writing and publishing of a professional book and to the upbringing of 2 newborn (daughters).

**CLIENTS: Spanish Television, RENFE (National Railway Company), City Council of Barcelona, INTRESS/ERS, CIREM...**

### **1.988 - 1.991**

#### **CITY COUNCIL OF BARCELONA / Plan Integral Roquetes**

**Social Psychologist** of the team of the Plan Integral (1.988-1.989)

**Director of the Plan Integral** (1.990 until the end of the Plan in 1.991). Team: 15 direct reports.

- Due to the positive results of the Plan, aimed at the urban and socio-economic revitalization of a deprived neighborhood, the City Council launched several other Plan Integrals in other deprived peripheral areas of the city.
- Obtention of a selective research Grant (German Marshall Fund, 10 grants available for candidates of 16 European countries) that meant carrying out a professional itinerary (field search) through the USA on socio-economic development.

### **1.983 - 1.987**

**CLIENTS: City Councils of several cities, Autonomous Government of Catalonia.**

**Free Lance Work** on Health Education / Family Planning (research, definition and launching of prevention programs, team supervision / training, etc.)

- Temporary Adviser of World Health Organization (W.H.O.) as an expert in these fields.
- Decisive contribution for the acceptance of the Spanish Planned Parenthood Association in the International Planned Parenthood Federation (I.P.P.F.). Several specialized publications.

## **EDUCATION / LANGUAGES:**

- **Psychology Degree** (1.977 - 1.982) UNIVERSITAT AUTONOMA DE BARCELONA (UAB)
- **PDD** (equivalent to Postgraduate in Business Administration), **IESE Business School**
- **Postgraduate in Labour Law**, IDEC (Pompeu Fabra University, Barcelona)
- **Master in Organizational Development Consulting**, Institute for Organizational Development, G.R., Tel-Aviv, Israel.
- **Continuous training:** attending several courses, seminars, congresses, etc.
- Fluent understanding, speaking, reading and writing of: **English, French, Spanish, Catalan.**
- Intermediate understanding, speaking, reading and writing of: **Italian**

## **PROFESSIONAL ASSOCIATIONS, PUBLICATIONS, LECTURING:**

- 2.006 - Present: Board Member of AEDIPE Catalunya (HR most relevant Professional Association)
- 2.002 - 2.004: Board Member of AFYDE (Learning & Development Professional Association)
- 1.998 - 2.000: Author area "Osmosis" (impact of technology in the Human Resources field), at the prestigious internet Innovation Magazine *Infonomia.com*
- 1.993: Book "Entrar, quedarse, avanzar. Aspectos psico-sociales de la relación mujer-mundo laboral". Siglo XXI de España Editores. Madrid. Author.
- 2.011 (in progress): Book "La Dirección de RRHH desde la perspectiva de la Alta Dirección". Pearson - Prentice Hall. Madrid. Co-author.
- Diverse publications in collective books and specialized magazines.
- Lecturer Master in Human Resources, Les Heures (Barcelona University) / Lecturer Master in Human Resources, IDEC (Pompeu Fabra University)