



#### EXECUTIVE PROFILE

### Pablo Tovar

[www.pablotovar.com](http://www.pablotovar.com) - @pablotovar

#### Clientes

Altran, BASF, Ferrovial, Inditex, L'Oréal, Metro, Novartis, Repsol, Roche, Roxtec, Sanofi, Santander, Telefónica...

*“Pablo delivers highest quality leadership programs at Ferrovial since 2010. Fully committed to his customer and team he always exceeds expectations creating the best environment, bringing the best from all and promoting self awareness, growth commitment and fresh perspective from participants for positive changes as few professionals devoted to executive development can achieve.”*

**Joan Clotet** - Talent Innovation Director - Ferrovial

Pablo es Socio Director de AddVenture y Fellow de Oxford Leadership. Trabaja como Coach Ejecutivo de Alta Dirección y como Consultor y Facilitador Senior con más de 25 años de experiencia. En AddVenture y Oxford Leadership ha sido líder de proyectos y programas de desarrollo del liderazgo y grandes transformaciones en empresas multinacionales de sectores diversos como banca, farma, telecomunicaciones, consultoría, distribución e infraestructuras.

#### Expertise

Pablo ha trabajado en Gestión de Personas desde 1991, como Consultor y como Director de RH, con responsabilidades internacionales en varias compañías multinacionales.

Ha sido Profesor en la Facultad de Psicología de la Universidad Autònoma de Barcelona. Ha dado clases en varias escuelas de negocios (ESADE, FUNDESEM, IDDI), e imparte programas de formación en Coaching Ejecutivo, Desarrollo del Liderazgo y Gestión del Cambio.

*“Pablo has a professional and human size that by far exceeds his height; he is a true Coaching Giant. For me these last 8 months of coaching with Pablo have been a major turning point in my professional life. Pablo has an incredible ability to go along with you and taking you into the depths of your personality and character, making you very aware of what drives and blocks you as a leader, in a way that you can consciously take control of your professional and personal development.”*

**Jaime Aguirre** - Franchise Head – Roche



#### Cualificación

Pablo es Psicólogo especializado en Psicología Organizacional y Master en Dirección de RH. Es PDD por el IESE y ha realizado otros programas de administración de empresas en ESADE, Harvard University y San José State University. Sus acreditaciones incluyen el PCC (Professional Certified Coach) por ICF, CPCC (Co-Active Coach) por CTI, y ORSCer (Organisational and System Coach) por CRR. Está certificado también, entre otras metodologías, en TLC (The Leadership Circle) y AI&GLP (Action Inquiry & Global Leadership Profile) por Bill Torbert. Pablo trabaja en español e inglés.

*“I found Pablo equally as engaging, with a fantastic recall on my personality and background. Using his experience he prompted me to explore personal and professional issues that had remained untouched for some time, and with his assistance I have made significant improvements to these things. On a personal level Pablo is a genuine guy. He speaks his mind and whilst this may feel a little uncomfortable at times, he always acts in the best interests of the client.”*

**Colin Watt** - Director of Human Resources, Product Development & Innovation - Telefónica