

## Francisco Gimenez Plano

Associate of the Oxford Leadership Academy, Spain



email:[francisco.gimenezplano@oxfordleadership.com](mailto:francisco.gimenezplano@oxfordleadership.com)

Francisco has developed his career as a consultant and manager in various national and international consulting firms, leading teams and consulting projects for public and private organisations.

He has done HR management in an outsourced capacity in several companies of different sectors, giving support in the definition of the strategic plan and in the search for managers, as well as the creation and consolidation of management teams for its implementation.

He has written several articles, has coordinated projects and monographic issues on the development of leadership culture in organisations and has carried out surveys related to people management, leadership and coaching. In addition, he has worked in the development of methodologies and tools for implementing systems of managing by values, goals and competencies, such as in the definition and implementation of company policies, collaborating with consulting firms from Germany, Belgium, France, Italy and the United Kingdom.

He is the Managing Director and Founder of Augere & Associates, a consulting firm focused on the development of leadership culture in organisations which allows the alignment of people with the company strategy.

He is also the Managing Director and Founder of the Augere & Asociados, Leadership and Coaching, a consulting firm focused on the development of leadership culture in organisations which allows the alignment of people with the company strategy.

He is also the Managing Director and Founder of the Augere Foundation, Leadership and Coaching, which is focused on improving the quality of life, both personal and professional, of executives and their collaborators. The basis of this transformation is the manager's self awareness of his environment and the connection with this team and the balance of ethical, emotional and economic values.

His background combines management with humanistic training; he graduated from IESE in Business Administration after having studied Political Science and Sociology, Social Work and Social Gerontology. Also he has trained in NLP (master-trainer), co-active coaching (CTI) and meditation (BKWSU).

He has worked with managers and management teams and boards of directors of companies as Alstom, Seat, Siemens, Sony, Braun, Delphy Automotive, Givaudan, Nissan Motor Ibérica, Borges, Condis, Coca-Cola, Sharp, Mercedes Benz, Bicc General Cable, Elf Atochem, Henkel Iberica, Goodyear Española, Almirall, Macsa, Gallina Blanca, Applus+, Valeo and Ficos International.