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## EXECUTIVE PROFILE

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**Pablo Tovar**

FELLOW

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“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.”

**Colin Watt**

Director of HR,  
Product Development & Innovation  
Telefónica, Spain

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“Pablo is very genuine person with lots of personal experience. He is able to gain the trust of his clients and set-up very open relationship which is key to any coaching. Initially, I was timid to talk about my internal feelings and frustrations. After several coaching sessions I have a very clear mind what I expect from my life in both personal and professional levels. This is an important step in the process which allows every individual to actively influence their life via continuous decisions and choices.”

**Pavel Polzer**

Executive Sales Director  
Telefónica, Czech Republic

Pablo Tovar is a Fellow of Oxford Leadership. He has been involved in projects of Leadership Development and Organisational Transformation as a Consultant, and as a Programme Leader in companies including METRO, Altran, Eli Lilly, Ferrovil, Inditex, Makro, Novartis, Sanofi-Aventis, Santander and Telefónica. Pablo is based in Spain.

Pablo has worked in Human Resource Management since 1991, as a Management Consultant, Executive Coach and HR Director in different Multinational Companies around the world.

He holds a degree in Psychology, and a Masters Degree in HR Management. He graduated in Business Administration from IESE (PDD), and in the Management Development Programme from ESADE.

Pablo's accreditations include Professional Certified Coach (PCC) by the International Coach Federation (ICF), Certified in the Co-Active Coaching programme (CPCC) by The Coaches Training Institute (CTI), and ORSCer by the Centre for Right Relationships (CRR).



He has worked as a Professor in the Universitat Autònoma de Barcelona. Currently, he is also lecturing in several Business Schools (ESADE, FUNDESEM, IDDI), and he develops different workshops in Coaching, Leadership Development and Change Management.

Pablo has published a wide number of articles in different professional magazines.

**He works in Spanish, English and Catalan.**