



**Oscar Maril**

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It has never been more vital for Senior Executives to be effective within and across organizations. Senior and talented people give more, expect more, and faster.

A leader has a vision, objectives and energy, whilst a great leader has a vision, objectives, energy and a good understanding of his/her strengths and weaknesses.

My role is to support their efforts to maximize their strengths and learn from their weaknesses to effectively overcome them and measure their success.

### Previous Experience

Oscar was trained as an industrial engineer. He joined General Motors in 1969 as an Executive Trainee. After 2 years in the Industrial Engineering Division, he moved to the Human Resources Division, where he developed his career.

After a posting to Argentina, he joined Citibank where he spent 19 years in a range of HR executive regional roles based in Buenos Aires, Santiago de Chile, New York, Madrid and London, giving him broad regional responsibilities for Latin America, Europe and the Pacific Rim.

He led the HR function and was a member of the Executive Committee at Sideco Americana in Chile, Brazil and Argentina. He also was a management advisor at The Exxel Group, a private equity group based in Buenos Aires with a broad range of portfolio companies.

Later he joined the National Commercial Bank (NCB) in Saudi Arabia as a member of their Executive Committee to support the bank business and leadership transformation. He built the Human Capital function.

In 2005 Oscar set himself up as an independent management consultant, based in Madrid, with an executive and team coaching practice and a leadership, organization development, talent management and performance management advisory practice.

He supported these activities with an 18 month coaching and consulting for change and organizational behavior program at INSEAD where he got a degree.

Oscar joined Praesta Iberia -Spain and Portugal- in 2006. Based in Madrid he offers executive coaching in Spain, Portugal, Latin America and Middle East.

His executive corporate career expanded over 35 years.

He is fluent in English, Spanish and Portuguese. He has dual Argentine and Spanish nationality.

### **Professional Expertise**

Oscar has acquired truly international experience within international corporations. He has lived in North America, Latin America, Europe, and the Middle East, and has had leadership responsibilities in Asia, which gives him a cultural experience and flexibility enjoyed by few executives. He understands the differences within regions as well as between them.

Within Human Resources/Human Capital, his professional focus and interests lie in organizational and individual performance and behaviors as well as leadership development.

He has sat on the Executive Committees of the companies in which he has worked and now coaches and consults at this level within his client companies. He has been also a member of the Compensation and Appointments Committee of the Board.

He hired, mentored and coached young, high potential managers for future executive roles. He coaches in English, Spanish and Portuguese.

### **Selected Client Companies**

- Citigroup - Citibank, Spain
- Citigroup - Citibank,
- Brazil Linklaters, Spain
- Reparalia/Home Serve, Spain
- Deutsche Bank, Wealth Management, Geneva
- DTZ, Spain
- Fuji, Portugal
- Tadawul/Saudi Stock Exchange, Saudi Arabia
- CITC, Saudi Arabia
- ABN Amro, Chile

- Avery Dennison, Spain
- Bank of Bahrain & Kuwait
- Bahrain Bank Al Jazeera, Saudi Arabia
- Corpbanca, Chile
- Saudi Hollandi Bank, Saudi Arabia
- Banco Itaú, Chile
- Kinan Group, Saudi Arabia
- SEDCO, Saudi Arabia
- Empresa Ferrocarriles del Estado (EFE), Chile
- Nahdi Medical Company, Saudi Arabia
- Banco Internacional, Chile
- Liberty Mutual, Chile
- Euroamerica, Chile
- Citi Operaciones, Barcelona, Spain
- INSEAD - Insead Global Leadership Center, Fontainebleau, France
- IESE Business School, Barcelona, Spain
- Grupo Tigre, Joinville, Brazil
- Imsa-Ad Portas, Santiago, Chile

## Education & Associations

- School of Engineering at University of Buenos Aires
- Fulbright Scholarship - placements at Universities of Michigan and Virginia
- Strategic HR seminars at Harvard University, Wharton Business School, University of Michigan/Ann Arbor.
- INSEAD, France, Degree in Organizational Behavior & Executive Coaching
- Bath Group, Praesta - Team Coaching certification.