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## Carlos Cifuentes

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Carlos' background encompasses entrepreneurial experience with specific dedication to HR functionality. The result is over 30 years experience in consultancy and managerial roles within HR Consultancy records mainly in the field of attraction, retention, assessment and talent management in two International renowned head hunting Firms: Russell Reynolds and Korn Ferry International. Also as owner managing his Firm within Accord Group International

### Education:

- Law Degree by Madrid Central University.
- Graduate in Business Administration by ICADE.
- PADE ,Advanced Management Program. IESE
- LASALLE International Graduate School
- Fluent in English and French, other than his native Spanish

### Presently:

- Senior Advisor at Acheron Partners, Consulting and Spanish executive search Firm, which operates in an International scope based in Madrid and Mexico D.F.Certified Executive Coach devoted to Senior Career Transition to working/less working positions and Active Retirement.

### Projects he has worked on as consultant include:

- More than 500 Executive Search missions for all type of Organisations, local and multinationals. And in all industries and sectors.

- Management Assessment and Management Audits assessment. Mainly aimed to find potential and managerial capabilities.
- Performance management systems
- Creation of competency-based recruiting and selection systems
- Succession planning and high potential development programs
- Team assessment and team building
- Outplacement counselling
- Executive coaching.

### Previous Experience:

- 15 years of various executive jobs at López-Quesada Group of Companies, mainly equipment goods and energy, transportation and earth moving machinery distributors (Finanzauto-Caterpillar). And Bank, Financial, Investment, Insurance and related Companies. (1.966-1.981).
- 7 years with Russell Reynolds International executive search, as Senior Consultant and Managing Director in Spain and Portugal (1981-1987).
- 5 years with Carré Orban International , executive search as first Managing Director in Spain and Portugal until its taking over by Korn Ferry (1988-1992)
- 10 years presiding Cifuentes and Partners, executive search representing the Spanish and Portuguese Chapter of Accord International executive Search Firm (1993-2004)
- 2 years acting as External advisor of various Management Consulting Firms, Corporate finance, and Corporate Governance Issues. (2004-2006)
- 3 years as International Senior Consultant at Right Management (Manpower Group) in Spain (2006-2009)