

Senior International Consultant

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Business Experience:

Orlando Gemignani is a professional HRD consultant with over 20 years of business leadership experience in the areas of Program Development, Corporate Training, Customer Service, Quality, Marketing, Public Relations, and Systems Management.

He is multi-lingual and has keen insight to the issues involved in international business based on his work and personal travel throughout the world (Europe, Latin America, the Caribbean, Africa, and Asia).

In recent years, Orlando has held several key strategic positions in the HRD world in Brazil, where he resides.

Areas of Expertise:

Orlando is a proven and able team leader, trainer, researcher and executive coach with an excellent track record of identifying business drivers and management needs and then designing and delivering targeted programs to address them. He was a member of a global team building practice that immediately improved all teams' business performance and team behaviors.

Some of Orlando's specialties are: Executive Education Design and Facilitation, Vendor Negotiation, Internal Employee Communications, Organizational Architecture Design, Online Systems Deployment.

Languages: Spanish, English, French, Italian, Portuguese.

Education, Certifications, Published work:

- Nova University, Ft. Lauderdale, FL, USA Business Administration
- Onondaga Community College, Syracuse, NY, USA – Liberal Arts
- Universidad Nacional de Lomas de Zamora, Buenos Aires, Argentina – Journalism and Social Sciences
- Profesorado Nacional de Lenguas Vivas, Buenos Aires, Argentina – ESL Teaching Certificate
- Business School São Paulo – Executive Development Program in Telecommunications
- Business School São Paulo – CEGE Executive Development Program in Business Administration
- Harvard Business School, Boston, USA Leading Professional Service Firms

Orlando has co-authored a book on Temperaments called *Temperamento e Carreira* – ISBN 85-323-0321-8 (only available in Portuguese).

MBTI & FIRO-B Certified

Client Successes:

Pharmaceutical Services – Johnson & Johnson – facilitated Front Line Leadership programs & Coaching in Latin America & Caribbean. Procter & Gamble – facilitated PSR Influence Program in Brazil.

Cosmetics – AVON – Team building and MBTI in Brazil.

Automotive Industry – ZF - Leadership Program for new managers in Detroit, USA.

Food Industry – DANISCO – Workshop designed and delivery for senior level manager on Change Management and Team Building program in Cape town, South Africa.

Industrial Services – Thyssen-Krupp – Designed and delivered Assessment Center and Talent Selection behavioral interviewing in Sao Paulo, Brazil.

Chemical Industry – DuPont – Managed Corporate University Curricula and faculty for Leadership, Team Building, Sales and Negotiation in South America.

Clothing Industry – PUMA – Facilitation of International Leadership Program in Chile and Uruguay.

Government Agency – FAO (Food and Agriculture Organization – United Nations) – Designed and facilitated LATAM Regional Senior Management Leadership Program in Santiago, Chile.

Financial Services – ITAU – Facilitated Train-the-Trainer program for Corporate Values Program using “Learning map” technology for Caribbean facilitators in Miami, USA.

Pharmaceutical Services – Novartis – Designed and facilitated “High Impact Presentation Skills” for LATAM senior opinion leaders (Medical Doctors) on new Oncology treatment in San Jose, Costa Rica.

Electronic Industry – GENERAL ELECTRIC – Delivered Train-the-Trainer program on Facilitation Skills for new trainers as a member of their Crotonville faculty in Rio de Janeiro – Brazil.

Industrial Services – Bic – Delivered Corporate Values Train-the-Trainer for LATAM Regional HR Senior Staff in Manaus – Brazil.