



ALEJANDRO DELOBELLE | [www.aledelobelle.com](http://www.aledelobelle.com) | 54911 5595 3121

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## PROFESSIONAL EXPERIENCE



### **NEO | THE ZENSITIVE GROUP**

Director | CEO – Leadership Training & Performance Coach (2011 – Present)

- I lead the business operation, from client prospecting to billing, including the creation of an outstanding digital reputation.
- I design and facilitate the programs I develop myself, in terms of two complementary areas: INTENTIONAL LEADERSHIP and CONSULTATIVE SALES.
- Through Coaching, I primarily help managers and directors take a step back, reflect, and generate highly functional options, aligned with their goals.

### **NATURGY – former GAS Natural BAN S.A.**



Training and Development Manager – Natural Gas (2007 – 2010)

- Partnered with HR teams to implement talent management initiatives focused on succession and replacement planning.
- Facilitated organizational development programs to strengthen cultural alignment and employee engagement.
- Developed leadership assessment tools to identify high-potential talent within the organization.



### **LINDE – former AGA Linde Healthcare**

Regional Training & Development Manager – South America South (2000 – 2005)

- Designed and executed the Annual Regional Training Plan across seven countries, collaborating with global HR management teams.
- Implemented leadership assessment frameworks, including the "GOAL SETTING PROGRAM" for over 200 employees.
- Supported HR leaders with tools and processes for talent acquisition, retention, and leadership pipeline development.



## **GSK (GLAXO SMITHKLINE) – Former SmithKline Beecham**

### **SB Academy Tutor (1998 – 2000)**

- Delivered competency-models, based on leadership and sales assessments
- Introduced rewards & recognitions models, to align with organizational goals.
- Supported international HR teams by creating programs linked to performance metrics.

### **Training & Development Manager (1996 – 1998)**

- Supported managers from various areas in identifying team needs, including structure, recruitment, training, change and motivation.
- Coordinated and implemented programs focused on Onboarding, Culture, Values, and Talent.
- Ensured alignment of all initiatives with the organization's Vision, Mission, and corporate Values.



## **PROCTER & GAMBLE – former Gillette de Argentina**

### **Human Resources Coordinator – Retail Division (1994 – 1996)**

- Developed and submitted succession planning frameworks for senior management roles to Boston headquarters.
- Supported leadership transitions by identifying high-potential talent through assessments.

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## **EDUCATION**

- **Bachelor's Degree in Business Administration** – University of Belgrano, Argentina (1990 – 1996)
  - **Technical Degree (Diploma) in Systems Analysis** – University of Belgrano, Argentina (1986 – 1990)
  - **Sales & Marketing University Program** – Kellogg University/Northwestern (2002)
  - **CCE Academic Programme in Accelerated Learning & Organizational Psychology** – Cambridge University, London (1998)
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# PROFESSIONAL DEVELOPMENT

- **Leadership, Conflict, and Courage** – IAE (2008)
  - **Human Performance Technology (HPT) Program** – International Society for Performance Improvement (2010)
  - **Organizational Learning & Knowledge Management** – IAE (2008)
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# CONFERENCES as KEYNOTE SPEAKER

- **IX International HR Congress** – APARH (Paraguay, October 2024)
  - **II Latin American HR Congress** – TBL (Ecuador, August 2024)
  - **The Science and Art of Cultivating Relationships** – Properix (2023-2024)
  - **Redefining HR Strategies for People Engagement** – Grupo Gestión (2023/2024)
  - **Rethinking Our Effectiveness** – Coldwell Banker (2020)
  - **VI International HR Congress – “4i Leadership Model”** – Honduras 2017
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# SKILLS

- Leadership Assessment: analysis and report of **LPI** tool (Leadership Practices Inventory / The Leadership Challenge – 5 practices]
  - Certified in **DISC** (by Thomas International).
  - Certified in **Professional Selling and Consultative Skills** (by Achieve Global International)
  - Cross-Cultural Communication: experienced in reporting to and collaborating with international stakeholders.
  - Organizational focus: applied knowledge in goal setting at regional level
  - Tools & platforms: advanced user of **PowerPoint** and other edition and collaborative software.
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# LANGUAGES

- Spanish: Native
  - English: **Advanced** (spoken and written, interaction with international audiences)
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