



## Paulo de Oliveira

### Consultancy and Coaching experience

Paulo soon after starting his professional career became a technology Consultant and Manager, and over the last six years an Executive Coach and Management Consultant. Over the last couple of years started conducting values, communication, creativity, innovation and leadership seminars and workshops to executive leaders.

The result of his professional experience has led him to integrate three different perspectives: the logic of engineering, the structure of management and the sensitivity to human sciences.

He is committed to: A creative approach supported by openness to change; Oriented to results of the organization's and individuals shared values, vision and mission; Innovation in the organizations according to the cultural environment

He has both experience in large companies, such as Reader's Digest, Philips, Carrefour, Xerox, Auchan, Dyrup, Bug Engineering and in SME's, since he integrated a Portuguese Governmental Program (IEFP) to empower 80 companies, such as Partner Solutions, Sqedio, Albatroz, ID Mind, PartnerTec.

### Line management experience

In ASO group, he founded Asgaard, a management and consultancy organization that operated in the technical assistance sector to electronic equipments, acting as a strategy and innovation consultant, developing and implementing several projects of Change management in this industry based on innovation and reengineering.

In IEFP, he integrated for 5 years, a structured program to empower 80 companies where his roles were: Consultant (problem solving, strategy design & implementation supervision); Business coach (going through all operational departments implementing new strategies); Executive coach (empowering leaders) and mentoring (professional and personal guidance and career development to leaders)

### Background

Paulo has a degree in Electronics Engineering, specialization in Control & Robotics, from Instituto Superior Técnico de Lisboa. Post graduation in Project Management (Project Management Institute - USA). Quality Manager (TUV Academy Rheinland). Presently doing a PhD at the University of Cadiz (Spain) – thesis "Innovation Empowerment Framework for Organizations". He is also a NLP Trainer (NTINLP, Holland), a Social Panorama Consultant and a Systemic Facilitator in Organizational Constellations ( Bert Hellinger Institute, Holland ).