



Carmen Morales

carmen@swanconsulting.co.uk

Consultancy and Coaching experience

Carmen is an Executive Coach with 12 years of experience, specialising in Emotional Intelligence and Leadership Development. Carmen brings significant Corporate Coaching experience in that she has coached Senior Executives-most notably, Chairman and CEO's. She coaches High Potentials for Leadership Development and High-Effective Teams.

She is fully committed to assisting others in moving from their current circumstances to exploring, realizing and achieving their fullest potential in their day-to-day lives, careers and businesses.

Her main skills as a Coach are supporting others in achieving their personal best; meeting the ethical and professional standards, establishing trust with the client, active listening, powerful questioning, direct and open communication, creating awareness, helping to design actions and managing progress and accountability.

Recently, she has developed Coaching Processes in: Abbott Laboratories, Sanofi-Aventis, MSD (Merck, Sharp & Dohme), Everis, Expedia, Warner Bros., Christie's, Audalia, CEMEX, Everis, Eat-Out, Grupo Caja Madrid, Sun Microsystems, UBS, PriceWaterhouseCoopers, Phillip Morris, Siemens, Amadeus, Grupo Telefónica, Blockbuster Video, Datex-Ohmeda, Sidenor and Caja Burgos.

Line Management Experience

Carmen has a broad experience of 21 years in specialized Human Resources Consultancies involved in Strategy and Leadership Development Projects, both Nationally and International. Her expertise focuses on understanding and navigating complex organizations with a customer orientation.

In addition to her track record in Consultancy and Coaching, Carmen is an Associate Professor for HR Management and Organizational Behaviour at the INSTITUTO DE EMPRESA Business School (Madrid) in different International Masters; in ESADE Business School (Barcelona); ANTONIO NEBRIJA UNIVERSITY Business School (Madrid); ALCALÁ DE HENARES UNIVERSITY Business School (Spain); EEN Business School and ESCP - EAP Business School (Paris, France). Carmen has been a Professor in Executive Coaching and Leadership Development at DEUSTO UNIVERSITY (Bilbao) since 1999.

Background

Carmen academic background includes an Executive MBA from Instituto de Empresa Business School, Madrid (Spain); B.Sc. Psychology; Post Graduate Certificate in Business and Executive Coaching. Carmen is also proficient in Emotional Intelligence and Competencies. For the last 12 years, she is also an Executive Coach fully accredited with the International Coaching Federation (ICF) and of the Spanish Coaching Association (AECOP).