

Israel Lozano

Global HR Leader with proven track record of performance and results. Focus on transforming organizations through HR processes and technology, enabling growth while improving attraction, retention and engagement. Experience supporting corporate transformation initiatives e.g. M&As. Uncommon blend of deep Functional HR/Total Rewards excellence, Corporate Experience, Entrepreneurship and Business field practice, to translate challenges into pragmatic solutions



MAIN QUALIFICATIONS

- ❑ Global experience with diverse and multicultural approach
- ❑ Ability to build relationships at all levels including C-suite
- ❑ Proven leadership and teamwork, with experience managing large and complex global projects and transformations
- ❑ Experience designing and implementing global COEs
- ❑ Combined experience: Total Rewards + General HR
- ❑ Experience designing, developing and implementing HR IT solutions (HCM/HRIS)
- ❑ Business and entrepreneurial mindset
 - Results orientation and resourcefulness
 - Ability to lead under uncertainty and complexity
 - Focus on sound company growth
 - Sound operational and financial proficiency
 - Strong analytical, quantitative and statistical skills
 - Hands-on with incessant learning attitude
- ❑ Bilingual and international with dual citizenship US and Colombia

SUCCESSFUL CORPORATE WORK

- ❖ **F500 Fast Moving CG Corporation (20+bn revenues)**
 - Leading the design and implementation of the Total Rewards and Global Mobility CoEs (team, governance, processes and policies), ensuring operational effectiveness across 70 countries, 14k employees and 1.2k+ assignees
 - Managing a \$500k project to harmonize pay internationally
 - Supporting the divestiture of a 1,5b net revenue business, c.13k employees, and brands in 100+ countries
 - Managing a broker integration project, leading to c. \$3.5m+ in savings
 - Designing and implementing global Governance and Frameworks impacting c. 70 countries
- ❖ **F500 Global Energy Corporation (200+bn revenues)**
 - Leading design and automation of a performance based pay budget process impacting 26 countries and savings in the millions, leveraging operational effectiveness and increasing focus on data analytics, metrics and cost
 - Managing a global project to integrate comp levels structures after multiple historical M&As
 - Designing and implementing Total Rewards and Performance automation technology, reducing 50% lead time (and cost), while generating a culture of analytics, data rigor and focus on better HR metrics
 - Leading deployment of retention programs for 1,800+ critical employees, in partnership with HRBPs and business leaders
 - Leading a Benefit harmonization project in Latin America to integrate philosophy, strategy and main practices

EDUCATION AND RELATED

- Master in Management Harvard Candidate
- Corporate Leadership. Cox Business School
- Executive Development. INALDE Business School
- MBA - Master of Business Administration. Externado
- BS. in Industrial Engineering (Javeriana/Xavier)
- Lecturer at top 10 Latin American MBAs, EMBA's and executive education programs
- Invited speaker at local and international conferences
- Advisory board (2015-16) SMU Cox - Latino Initiative

SUCCESSFUL CONSULTING WORK

- ❖ **Industrial Corporation preparing international expansion**
 - Merging the organization and job structures, evaluating positions and harmonizing pay architecture (cost, levels and roles) of 9 facilities into one. Today this is a successful corporation in the markets it operates
- ❖ **20b Group integrating 5 companies**
 - Creating the Job Evaluation and Organization Structure CoE including governance, identifying critical positions, redesigning role and levels, and connecting with key talent processes, in preparation for a segment merge
- ❖ **Law Firm preparing for int'l expansion**
 - Designing and implementing core HR processes, with focus on Recruiting, Total Rewards, and Performance. The organization expanded successfully, and they attribute part of their achievement to the outcomes of this project
- ❖ **IT Startup expanding internationally**
 - Designing and leading implementation of core HR processes in 5 countries, supporting the plans for international consolidation. The expansion has been successful to date

Leadership and Value

In my view, leadership is not about complicated plans or being the loudest voice in the room. It is more about clarity, direction, transparency, example, and genuine feedback altogether to deliver tangible solutions and create business value. Always under a strong set of ethical values and behaviors



BACKGROUND AND EXPERIENCE

❖ **Managing Partner. OMD Americas. Dallas & Latin America. 08/2016 - Today**

OMD Americas provides innovative HR Consulting under a network of Regional Consultants and Cloud tools that make HR Digital transformation available to companies of any sort and size. The Managing Partner owns the brand in the Region, and provides the network with training, standards, and technology

❖ **Director International C&B/Global Mobility. Kimberly Clark Global HQs Dallas. 06/2014 – 07/ 2016**

Leading the overall international Total Rewards and Global Mobility Strategy, providing thought leadership and C&B governance in 30+ countries. Creating these Corporate Functions, moving from dispersed CoEs to an integrated unit with direct reporting lines, career plans, performance measures, aligned practices, integrated vendors, and policies. Partnering with Corporate HR, Global HR Operations and International Business Leaders to deliver Total Rewards solutions

❖ **Rewards Manager WH and Global Functions. Lead Consultant. BP Upstream HQs Houston. 03/2009 – 06/2014**

Thought leader in the Western Hemisphere (US, Canada, Latin America, Caribbean), consolidating the Total Rewards CoE creation, and strategy deployment. Lead Consultant for the Global Business Functions and interim Manager for IST (Trading & Supply). Partnering with HRBPs, Operations (payroll, benefits, etc.), Recruiting, HR and business leaders to leverage resources, attract the best talent, and retain key employees in a particularly challenging environment. Interim IST Rewards Manager (Integrated Supply and Trading) North America

❖ **Regional Manager Compensation and Benefits. Lead Reward Consultant. BP Andean. 08/2006 – 02/2009**

Leading C&B for the Andean Business Unit. Deploying C&B philosophy and strategy in the Region. Leading core processes and initiatives e.g. budget and pay review, performance & calibration, vendor management, benefit campaigns and harmonization, surveys, JD and job evaluations, org structure, etc. Providing Total Rewards consulting to HRBPs and Business Leaders to attract, engage and motivate talent

❖ **BU Leader and Senior Consultant. HayGroup (Korn-Ferry today) Andean. 03/2004 – 07/2006**

Providing strategic Total Rewards, HR and organizational consulting to Latin American Groups and Global Corporations. Leading the creation of the On-Demand BU (sourcing, recruiting, evaluating and developing the team), in partnership with the Regional Leadership. Member of the Regional Management Committee with PNL, sales, and backlog responsibilities

❖ **International Consultant and Latin America Sales Manager. CSI HQs New York. 03/2002 – 02/2004**

Complex Systems Inc. (BankTrade) is a pioneer in Trade Finance web-technology. Developing existing and new accounts across global markets. Responsible for sales, marketing and developing the team in Latin America

❖ **Regional People Manager (HR Manager) and HR Consultant. Azurian HQs Americas. 03/2000 – 02/2002**

Azurian is a specialized IT consulting company. Upon receiving VC during the start-up phase, Azurian expanded into five countries. The People Manager's primary challenge was designing and implementing leading HR processes, including Sourcing & Recruitment, Performance Management, Compensation & Benefits, Career paths, Mobility and Welfare (all successfully achieved). Today Azurian is a recognized IT consulting firm in its markets See less

❖ **Consultant. HayGroup (Korn-Ferry today) Andean. 02/1998 – 02/2000**

Providing market insight to c. 70 local and international corporations on Pay, Benefits and HR practices. Delivering benchmarks (surveys), Job Description & Evaluation consulting, and Org Structure analyses. Partnering with Global and Regional Headquarters to deploy major international HR projects

❖ **Additional Experience**

Citibank: International Operations. Credit Analysis. Publicar/Carvajal: Product Manager. Marketing and Sales. Bogota. 1995 - 1997

