

Guilherme Santana Gomes

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SUMMARY

Passionate about helping people and businesses to achieve success!

Human Resources Professional with 14 years of experience on different HR areas, mainly on Diversity & Inclusion, Leadership, Talent / Career Development and Training & Learning.

PROFESSIONAL EXPERIENCE

Nestlé

Sep 2007 – current

SR Leadership Learning Program Manager / SR D&I Manager for Zone Americas (Sep 2018–current position)
São Paulo, Brazil (Regional position)

Dotted line Team: Zone Americas' Training Coordinators & D&I Champions

- Responsible for the Rive Reine Leadership courses in Zone Americas (except USA), virtual and Face 2 Face ones, adapting the existing ones to the regional reality and creating new ones;
- Globally, I have been the first to design and delivery Business Expeditions, a programme to support businesses to innovate and achieve their goals as part of their business strategy;
- Creation (from scratch) and deployment of new Leadership courses for the region: From Difficult To Learning Conversations (to support people managers on the transparency journey), Fundamentals of Leadership at Nestlé (a 100% training solution in a MOOC format with webinars, Coaching process and assessments), New Normal Leadership Curriculum (relevant themes such as Innovative Leadership, Leading with Emotional Intelligence and Agile Mindset) for Leaders during and post COVID-19);
- Responsible for creating the LATAM Diversity & Inclusion community serving as a best practices group and supporting markets as an internal consultant;
- Creation of a model for ERGs and its implementation on key LATAM Markets;
- Support given to 12 Zone AMS Markets on the Hire to Retire (H2R) implementation and SPOC to Plata Region.

Training & Career Development Manager (Feb 2015–Aug 2018)

São Paulo, Brazil

Direct Team: 8 employees / Dotted line Team: 7 Training Analysts

- Responsible for the Rive Reine Leadership Trainings deployment in Brazil and for the Zone AMS Sales HUB Trainings, managing sessions and measuring development solutions effectiveness;
- Led the implementation of local Leadership trainings and interventions (team buildings, etc), Brazilian Functional curriculums (for Sales, Marketing, F&C, HR, Compliance, Digital, etc) and Category trainings (Coffee, Nestlé Professional, etc) with good evaluation scores for approximately 20,000 employees;
- Led important development projects such as #orgulhodeserNestléWaters (a fast-track project) and Medical Field Force Functional Competences deployment for Infant Nutrition team (leadership and functional interventions);
- Led the Brazil's new performance evaluation implementation - PDP, facilitating learning sessions for employees, people managers and SR Leaders;
- Responsible for leading Enable & Grow (Training & Learning) stream in Brazil and Desk-Free initiative for H2R project.

HRBP for Central-West Region (Field Sales Offices) (Mar 2013–Jan 2015)

Brasília, Brazil

Direct Team: 3 employees

- Responsible for all HR processes for 300 employees and 7 provinces;
- Led the Pension Migration Project for the Region achieving good results;
- During six weeks (2014), I have participated on the Guest Auditor project in Nestlé Paraguay, auditing HR, IS/IT, SHE, Sales and F&C chapters.

HR Analyst – HRBP Support Team (Jan 2012–Feb 2013)

São Paulo, Brazil

- Responsible for supporting all HRBPs on the F&B HR structure;
- Led the 2012 Nestlé & I implementation in the market. It was the first time all the employees could answer the survey online, reducing paper use;
- Created the Line Managers Toolkit, used to give people managers a deep understanding of their team data and give them people polices overview.

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Training & Learning Analyst / HR Services / HR Intern for North-Northeast Region (Field Sales Offices) (Sep 2007–Dec 2011)

Recife, Brazil

- Responsible for supporting all HR processes in the Regional;
- Responsible for the Categories and Products deployment training (2011) for North Northeast Merchandising Team (~500 employees);
- Tutorship to HR interns and apprentices.

EDUCATION

Gallup-Certified Strengths Coach – Aug 2020

Gallup - México

Agile Hacking – Oct 2020

Mind Blowing - São Paulo, Brazil

Business Expeditions (as part of the Executive Leadership Program) – May 2019

Nestlé - Switzerland / Estonia

Master in Human Resources – March 2013

Business School São Paulo - São Paulo, Brazil.

Business Administration Degree – June 2010

Universidade de Pernambuco - Recife, Brazil.

LANGUAGES

Portuguese: Native

English: Fluent

Spanish: Fluent

French: Beginner (A2)