

CURRICULUM VITAE

Jesús LANDA Aguilar

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EMPLOYMENT HISTORY

1998 to present CORPORATIVO DE ADMINISTRACIÓN CON CALIDAD (P. I. MABE GROUP, the 2nd. Largest Diapers producer in Mexico)

Human Resources Corporate Director

Responsible for all HR affairs of 3 Plants and 3 Companies in Mexico, with 2150 employees.

- **Company Results.** Supported the company growth, 100% within 5 years, through training and development actions. Led the Project for the construction of the New Administration Building within time and budget.
- **Training and Compensation.** Developed the Competences approach that integrates diagnosis, training courses, certification tests and advancement for the Plant workers.
- **Labor Relations.** Negotiated the yearly rounds of two collective contracts of two Plants with the CTM "Diversas Industrias" Union for 11 years with no conflicts, within the authorized terms. Reduced absenteeism from 1.6% to 0.1%.
- **Change Management.** Supported the installation of the ORACLE ERP Suite 11i (one of the most complete installation in Mexico) through training, teambuilding and communication.
- **Job Evaluation.** Introduced the 360° Evaluation on a Web-Based application.
- **Safety and Environment Protection.** Certified the Puebla Plant as "Industria Limpia" and the Tijuana Plant as "Industria Segura" according to Federal Regulations for Environment and Safety.

1994 -1998 GEDAS NORTH AMERICA (Subsidiary of Volkswagen Group for Information Technologies).

Change Management Mgr. (2 years).

- Supported the implementation of SAP in Volkswagen de México through communication, training, organisation and team building efforts with an 80% cost reduction due to the development of the Change Management Team.

Human Resources Manager (15 months).

- Supported the foundation of the company, initial Service Agreements with Volkswagen, organizational structure, services, training, staffing and HR policies. The company grew from 179 to 630 IT specialists.

1983 – 1994 Volkswagen de Mexico S.A. de C.V.

Business Plan Dept. Head (2 years).

- Coordinated and facilitated the planning process, goals definition, indicators and reports for all business areas.
- Led the Total Quality Program for all the company under the National Quality Award Standards, including training, diagnose and development measures.

Personnel Development Dept. Head (2 years).

- Changed the traditional structure to a customer oriented approach, in order to provide Taylor-made training solutions.
- Founded the Languages Center for German, English, Spanish and Portuguese training needs for more than 300 employees.

Personnel Dept. Head (3 years).

In charge of Staffing, Compensation, Personnel Planning, Personnel Systems, and the Commissions formed with the Union for Training and Advancement affairs.

- Introduced the Hay System for Job Evaluation for managerial and clerical positions.
- Developed the Workgroups System for the shop floor organization.

Personnel Administration Dept. Head (2 years).

Responsible for recruitment and selection of the work force (unionized), administrative control, fringe benefits and outplacement.

Assistant of the Labor Relations Director (9 months).

Prepared and supported the 1986 Collective Contract Negotiation Round.

Participant of the Executives Formation Program (3 years).

Full time training program designed to prepare future managers on a defined business area, the third year in Germany. My specialization area was Labor Relations.

EDUCATION

2004 Certificate Program on Finances , ITESM.

2003 Special Program for Top Mangers, IPADE.

1999 Certificate Program on Managerial Skills, ITAM.

1997 Change Management Leadership, NTL Institute (USA).

1996 Certificate Program on Project Management, ITAM.

1991 Certificate Program on Human Resources UIA Golfo-Centro.

1987 - 1990 Master in Business Administration, UPAEP.

1978 – 1982 Industrial Engineering, Tecnológico de Veracruz.

PROJECT MANAGEMENT ACTIVITIES

President and Founder of the PMI Chapter Puebla, Instructor of the Volkswagen Project Management Certificate Program for 8 years.

OTHER ACTIVITIES

Instructor of Team Work, Personnel Leadership, *Negotiation for Sales (By Achieve Global). Certified Instructor (by Blessing White) of “Managing Personal Growth” and “Helping Others Succeed”.

Facilitator of Teambuilding, Management Workshops and Planning Workshops.

LANGUAGES

Fluent English and German.

PERSONAL INFORMATION

Born in Jalapa, Ver. on October 17th. 1960 Married, 3 children (9 ,5 and 1).