

IGNACIO SOBRINO DE TORO

Almost 20 years of experience in transforming & developing organizations and businesses, in various sectors. Experience as an independent advisor and Deputy General Manager. PhD in flexibility & change (ICADE) and professor in different universities.

PROFESSIONAL EXPERIENCE

2024 - PRESENT. UST (BUSINESS TRANSFORMATION & CHANGE)

- **MANAGEMENT CONSULTING** Change management, strategy, and transformation programs

2014 – 2024 TEC CONTAINER S.A. <https://www.teccontainer.com/>

- **COO | HR | STRATEGY | GOVERNANCE** (2020 - Current). Responsible of ensuring operations efficiency and effectiveness | Strategy & Planification | Human Resources | IT | Budgeting & Finance | Transformation programs | From 42 FTEs to 57. From €6 M to 9.7 | EBITDA from 3% to 9%.
- **INDEPENDENT ADVISOR** (2014 - 2020). National (including TEC Container) & International clients: Organization Strategy: governance | Operating model | structure | Communication | Talent Management: Development | Change management | Culture | Metrics.

2014 - 2023 PROFESSOR

- Subjects related to behavioral organization: Human Resources | Leadership | Communication and negotiation. Bachelor's degree & Masters at ICADE, ESCP Europe and IESE.
- Publications & Congresses.

2005-2014 ACCENTURE MANAGEMENT CONSULTING (TALENT MANAGEMENT & ORGANIZATION)

- **Talent management plans** (hiring, training | development | compensation | engagement, etc.).
- **Organization definition and transformation** (new departments and functions | sizing, etc.).
- **Change management** of processes and organizations (planning | communication | training, etc.).
- **Strategy definition and operating model** development (processes | metrics | governance, etc.).



ACADEMIC EDUCATION

2014 - 2020	Ph.D. Empowerment, Flexibility, Engagement & Innovation. ICADE.
2005 - 2014	Several courses (Coaching, Mindfulness, NLP, Strategy, Lean Six Sigma).
2000 - 2005	Bachelor's degree in business administration. Madrid, U. P. Comillas (ICADE E-2). Erasmus program in UCD (Ireland, 2004).

LANGUAGES

English (professional mastery)

Spanish (mother tongue)

OTHER RELEVANT INFORMATION

- **Interests:** Sports, travelling, personal development. Experiences as **volunteer** (Spain and Guatemala).
- **Physical disability** recognized since 2008 **65%** (L.I.S.M.I.).
- **Founder - Novalia Impulsa S.L** (raw materials import & export) 2011 - 2014.