

María José Martínez

HR Senior Consultant at IOR Network for Talents

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Summary

María José Martínez is the CEO of MJMAR, a human resources and organizational development consultancy based in Madrid, Spain. She is associated with the Georgetown University in Washington D.C., U.S.

María José Martínez is graduated of the Georgetown University International Leadership Coaching program, specializing in leadership presence, personal branding, communication, networking effectiveness across cultures, diversity and inclusion.

She currently teaches and coaches at the European University and also at IBM. In 2017-2018 she has coached and advised 25 Diplomats at the School of Diplomats in Madrid in soft skills development empowering them to unlock their full potential, she also has coached students at the McDonough School of Business at Georgetown University and has consulted with the World Bank, Porcelanosa U.S., International Language School, and other global corporations in U.S.

In 2016 she was selected through Georgetown University to support the new career pathway of appointees within President Obama's White House transition team.

María José is also a certified NLP Practitioner (Gestalt) and PCC certified with the International Coaching Federation (ICF). She has an M.A. in Business Management and an M.A. in Marketing and Communications as well as a B.A. in Human Development and Organizational Psychology all from the University of Valencia. A Spanish native, she has lived and worked in England, Scotland, Spain, United States and Canada, and is fluent in English, Spanish and Catalan.

Global and multinational organizations often struggle with communication and ways to adequately bridge cultural gaps as they adapt to differing local cultures and market needs. Whether you are entering an emerging market or training a cohort of employees new to the culture, it's essential to teach and model behaviors around cultural sensitivities. Maria brings over 20 years of intercultural knowledge and human development experience and can show your leaders how to identify critical success factors and lead their teams through successful transitions.

Highlights of Expertise and Competencies

- Human Resources: Organizational Development and Talent Acquisition
- Recruitment, Executive Search, Headhunting
- Teamwork, Communication and Leadership Development
- Good working experience in an international environment
- Capacity to influence others, Stakeholder Management
- Building and promoting partnerships across the companies
- Resilience, Talent Management and Organizational Capabilities

Experience

IOR - NETWORK FOR TALENTS (Madrid)

HR Recruiter Jun 2020 - Present

IOR Network for Talent is a collaborative platform of Senior Consultants who are interacting together with Client and Recruiters to generate proactive solutions. This unique network of talented professionals enables each individual to be more visible and in the same time create synergies to respond our client requests.

NADIE ES PERFECTO, PC, SL (Madrid)

HR Manager, Recruitment, Talent Acquisition & Organizational Development

Mar 2018 – Present

- Recruitment, coaching and talent acquisition development
- Implemented and addressed the company's culture change/vision & mission
- Conducted executive search, talent acquisition, leadership and executive coaching
- Supported Media Relations, Crisis Communications and Public Relations
- Executive Account, Sales Management and Business Development

MMJMAR, LLC Consulting (Washington, DC/ Madrid)

HR Consultant, Headhunter and Organizational Development Professional

Jun 2013- Mar 2018

- Directed recruitment, executive search, talent acquisition and organizational development across cultures
- Coached global leaders in communication skills and leadership presence to clearly define the goals and align capabilities with the organization's direction. (Executive Coaching for the World Bank Group)
- Selected by Georgetown University to create and deliver career transition and leadership development workshops for President Obama's staff members at the White House. August 2016
- Coached and trained 19 Diplomats in global leadership development at the School of Diplomats, Ministry of External Affairs, Madrid, Spain. March/April 2017
- Coached and trained 25 Diplomats in global leadership development at the School of Diplomats, Ministry of External Affairs, Madrid, Spain. March/April 2018

- HR consultant for McDonough School of Business, Georgetown University, Washington, D.C:
- Taught a section of the Global Leadership program at McDonough School of Business, Georgetown University “Networking Effectiveness and Global Communication Leadership Development”
- Directed sessions about “inclusion” and how to communicate internationally
- Trained individual/team coaching sessions in global career transition and leadership development
- Coached Georgetown’s faculty in “How to Network Differently” and “Culture Change”
- Member at “Startup Hoyas” challenge initiative for graduate entrepreneurs at Georgetown University

TRAZOS COMUNICACIÓN S.L - Advertisement, Marketing & Communication (Valencia)
Head of HR, Recruitment and Talent Acquisition 2008 - 2011

- Conducted executive search, talent acquisition and executive coaching
- Implemented and addressed the company’s culture change/vision & mission
- Conducted new market analysis methods to target potential clients
- Developed high increase of customer satisfaction by increasing revenue by 70%

SERVEF, VALENCIA EMPLOYMENT SERVICE - Executive Search & Recruitment (Valencia)
Recruitment, Talent Acquisition and Organizational Development 2000-2008

- Conducted global recruitment and executive search for Fortune 500 companies
- Implemented organizational development and vision/culture change initiatives
- Developed executive sales and marketing initiatives that led to new clients
- Facilitated workshops to international universities providing recruitment, global career transitions, coaching and leadership development

Education

ICF, International Coaching Federation (Washington, DC. USA)

PCC Certification January 2014

GEORGETOWN UNIVERSITY, School of Continuing Studies (Washington, DC. USA)

Executive and Leadership Coaching December 2013

GESTALT INSTITUTE (Barcelona, Spain)

Neuro-linguistic Programming (NLP) Nov 2012

UNIVERSITY OF VALENCIA (Valencia, Spain)

M.A. Business Development July 2009

UNIVERSITY OF VALENCIA (Valencia, Spain)

M.A. Marketing & Communication July 2007

UNIVERSITY OF VALENCIA (Valencia, Spain)

B.A. Labor Relations June 2004

Languages



SPANISH: fluent
ENGLISH: fluent
CATALAN: fluent