

Lydia González Otero

Senior Consultant
Human Driven Transformation
IOR Network for Talents
lgonzalezo@ior.es



Summary

Hi, my name is Lydia, a truly humanist and passionate Global HR, People & Culture Leader. dedicated to develop High Performance Cultures, Teams & Individuals in vibrant, agile and fast growing start-ups & projects internationally.

Leadership Coach & Mentor for innovative and courageous businesses and people mindsets to achieve their full potential.

I love contributing to growth and build new paths towards a great and successful future. I'll be honoured to take part of your growth journey.

- HR Operations & Infrastructure > People & HR Structure, Resources and Processes
- Compensation > Compensation, Benefits and Recognition
- Talent Acquisition > Employer Branding, full Hiring, On + Off boarding cycle
- Talent Management > Roles y Competencies Mapping,. Career plans. IDP
- Learning & Development > High Performance People and Teams. Shared Leadership
- Performance Management > 360º Agile Performance reviews
- People Engagement > Employee Experience and Sense of Purpose
- HR Strategy > High Performance Culture. Metrics & Analytics.

Key competences

Strategic Leadership
Effective HR change management
Transformative HR, Culture, Leadership
High Performance Culture & teams
Senior Trusted Management

Experience

IOR CONSULTING - NETWORK FOR TALENTS

Senior Consultant mar 2024 – actual

IOR-Network for Talents is an international growing independent consulting platform. We developed an exclusive private social community to make it easier for independent professionals and clients to meet and to do business together.

COACH, MENTOR, LEADERSHIP & STRATEGIC TRANSFORMATION

Freelance Projects

Technology IT projects

IPC SYSTEMS GLOBAL 2023-current

Senior HR Strategic Transformation

IT, Network, Cloud systems Hub

BANGER GAMES GLOBAL 2022 - 2023

People & Culture Director

Videogames & Blockchain

LLOYDS REGISTER SPAIN & PORTUGAL 2020-2022

Senior HRBP & Consultant

Classification & Compliance

STUDIO BANANA GLOBAL EUROPE 2019-2020

People & Culture Director

Architecture, Design, Product, Media

SERVI ZURICH GLOBAL EUROPE 2015-2018

Senior People & Culture

Nearshore IT Hub

ORONA LTD UK 2012-2015

Senior People & Culture

Engineering

DURO FELGUERA UK 2009-2012

HR, People & Culture

Engineering

DXC TECHNOLOGY GLOBAL 2003-2009

HR, People & Executive Support

Offshore IT Hub

KEY RESPONSIBILITIES HR, PEOPLE, CULTURE, LEADERSHIP

HR STRATEGY

- Lead restructuration, growth and downsize strategic transformation projects in innovative fast-paced organizations
- Architect human transformation by creating High Performance cultures, teams and individuals within multidisciplinary and diverse business environments
- Lead successfully HR, culture, people and leadership change management programs.
- Orchestrate values driven, chairing effective business identity alignment.

- Integrate equality, diversity & inclusion and recognition strategies meeting business goals.
- Analyse HR data through comprehensive metrics

HR OPERATIONS, INFRASTRUCTURE, COMPENSATION

- Ensure HR operational and legal compliance, lead employee relations (US, UK, Portugal, Switzerland, Germany, Italy, Spain)
- HR structure aligned to business mission and goals; internal HR policies, procedures, practices and compliance with local HR principles and regulations (UK, Switzerland, Germany, Italy, Portugal & Spain)
- Lead consultancy to key stakeholders and teams in HR, people and culture transformation strategies
- Subject matter expert on HR operations, strategy and change
- HR budgeting, compensation, benefits and recognition policies. Flexible rewarding & awards programs

TALENT & PERFORMANCE MANAGEMENT. EMPLOYEE ENGAGEMENT. LEARNING & DEVELOPMENT

- Lead the Employer branding strategy aimed to attract, develop and retain key talent
- Manage the full recruitment, selection, onboarding and offboarding cycle throughout global and multidisciplinary team programs; candidate sourcing, assessment and internal mobility
- Build competency frameworks, workforce planning, talent assessment scheme and succession programs
- Perform, monitor and evaluate internal competences, capabilities, knowledge and personality mapping
- Lead High performance teams and individuals to success
- Build employee engagement & experience strategies; positive feedback culture, values & recognition schemes, driven employee strategic & operational focus groups
- Chair leadership and employee development coaching, mentoring and other development programs
- Competency, skills-knowledge and values frameworks & management

Education and Training

2018 Executive Corporate Coaching Diploma, Noble Manhattan, UK

2011 Post-graduate in Business Administration, The Open University, UK

2011 Senior Management, The Open University, UK

1995 Postgraduate in European Marketing & Languages, Napier University, UK

1994 International Business, Oviedo University