

Gustavo Pessoa

Profil M Project Partner

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Languages

Portuguese, English

www.profil-m.de

PROFIL M

Passionate and deeply oriented to learning and innovating in a positive environment.

Understanding scenarios from another's perspective and putting it into **feasible methodologies** that will deliver in words and actions what people needs is what I love to do. I want people to **comprehend their behaviors** and how their attitudes shape the environment and allow them to either **act strategically** or to remain paralyzed. I like to help others **understand macro trends** and how the market and the workplace have changed and what's in it for them at this point. I'm interested in having my customers see where they will land if they follow their current paths of action, **acknowledging risks and exploring new possibilities**. The ultimate goal is to allow for **conscious decision-making and both cultural and individual transformation** throughout the process.

When implementing training sessions and workshops, my customers find me **energetic, light-hearted,** and **accountable**. My attitude as a trainer and facilitator is significantly influenced by **building strong interactions** while sticking to learning principles. I'm usually seen as a **highly analytical person** who often **uses humor** to lighten up the mood so we can reach the finish line in the most complex projects.

My expertise for you

- Design and delivery of assessment and development programs for directors and senior managers
- Facilitation of behavioral workshops
- Individual coaching sessions for directors and senior managers
- Design and delivery of tools for the analysis of potential and management diagnostics
- Lecturer of diversity and inclusion awareness and training programs

Special skills

- M. Sc. Psychology of Development at University of São Paulo
- Certified for strategic people management
- Certified in Myers Briggs Type Indicator, Gifts Compass Inventory, Saville Wave and The Birkman Method assessment tools

Selected customers

- Lead Consultant for Leadership Development Program at Bayer from 2011 to 2013
- Sole Certified Consultant for assessments in Brazi at Audi, Volkswagen Group from 2012 to 2016
- Extensive experience in assessment and development programs for banking and financial services in Brazil including Banco Itaú, the largest private bank in the country, from 2008 to present day
- Lead HR advisor for startups, including Casar.com and Getup Cloud Services, from 2018 to present day