

Pablo Betrán

Profil M Project Partner

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Languages
Spanish - English

www.profil-m.de

PROFIL M

Expertise and Background

I work with executives, leadership teams, and organisations to design and deliver people and talent solutions that generate measurable business impact. With more than 20 years of experience across investment banking, utilities, consulting, and executive education, I bring a strong business-driven perspective to leadership development, talent strategy, and organisational transformation.

My work is grounded in a deep understanding of both business realities and human dynamics. This allows me to align people initiatives with strategic priorities, strengthen leadership capability, and support sustainable performance. I am known for building trusted relationships with senior stakeholders, adapting quickly to complex contexts, and delivering pragmatic solutions that work in practice, not just in theory.

As a consultant, coach, and faculty member, I combine analytical rigor with a highly relational approach. Clients value my ability to challenge constructively, facilitate meaningful reflection, and accompany leaders through change with clarity, structure, and commitment. Close collaboration, reliability, and a results-oriented mindset define my way of working.

My expertise for you

- Strategic consulting in talent development, leadership, and cultural transformation
- Design and delivery of executive education programmes for business schools and corporate clients
- Executive and team coaching for senior leaders and high-potential talent
- Career advisory for executives: transitions, promotions, and compensation negotiations
- Design of custom learning journeys aligned with organisational strategy
- Facilitation of leadership, change management, and performance workshops
- Use of assessment tools and data-driven insights to create actionable development plans

Special skills

- Strong ability to bridge business strategy and people development
- Extensive experience working with multicultural and international executive populations
- Trusted advisor to executives, entrepreneurs, and senior leadership teams
- Proven capability to influence, engage stakeholders, and drive change
- Combination of corporate leadership experience and academic/executive education faculty roles

Selected customers

- IE Business School
- Porto Business School
- La Salle
- Sharpist
- BetterUp
- Banco Santander (CIB & Women in Leadership programmes)
- Workday
- Airbus
- Microsoft
- Salesforce
- Telefónica
- BBVA
- Oliver Wyman
- Facebook
- eDreams
- Over 1,000 executives from 75+ nationalities,
- 2,400+ executive coaching sessions,
- 200+ team coaching session