



Academic Degrees

- PhD in Organizational Culture and Government, Universidad de Navarra, *Summa Cum Laude*.
- Master's degree in Organizational Culture and Government, Universidad de Navarra.
- Executive MBA, Instituto Panamericano de Alta Dirección de Empresa (IPADE Business School).
- BS in Industrial Engineering, Universidad Panamericana (UP).
- Associate Degree, Car and Diesel Mechanics.

Managerial Background

- Director of the 2008-2010 Class of the Executive MBA Program, Guadalajara Campus, IPADE Business School.
- Project leader for new plant layout planning and the installation firms and equipment contract bids management, Lumisistemas.
- Product Engineer, Quality Control and Customer Service, Etal, S.A.
- Consultant on Organizational Behavior in different companies.
- Consultant at the Organizational Behavior and General Management Department for the Board of Directors, and the General Management levels.
- Consultant for lower levels such as: Organizational Culture, Office Succession and Promotion of Family Business Positions, Group Integration.

Professional Activities

- Professor, Organizational Behavior, Instituto de Capacitación de Mandos Intermedios (ICAMI).

Areas of Interest

- Group Dynamics
- Individual Motivation and Group Work
- Resistance to Change
- Team Integration and Appreciation
- Organizational Culture
- Family Businesses