

RENATO  
SOARES

Solutions Portfolio



# Hello!

Thank you for the opportunity to  
present my portfolio of services  
and solutions.

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business strategy  
& people strategy

As a consultant, I work at the intersection of business strategy and people strategy, combining my know-how in business and human resources consulting with my experience as a business unit leader. I apply recognized methodologies to ensure companies like yours can execute the recommended processes in the most humane and profitable way possible.



# PROFESSIONAL JOURNEY

I've been working in consulting for almost 20 years, supporting organizations in the development and enhancement of their people management practices and Human Resources processes.

I hold a bachelor's degree in Psychology and a master's degree in Social Psychology, which led me to study and conduct research on individual-work relationships. This has enabled me to identify how management practices should evolve to address social, economic, cultural, and technological transformations, fostering an environment that enhances performance and promotes well-being.

The diversity of experience in my career – which began with conflict mediation services at the family court in São Paulo, as well as training police officers and public agents in conflict mediation, and later expanded into HR and management consulting – allows me to broaden my analysis of the various factors that can influence an individual's performance.

Stepping away from the cliché of saying 'I'm passionate about people,' I believe my true passion lies in the evolutionary process experienced by an organization, a department, or an individual. Being part of this transformation is what fascinates me and is reflected in the solutions I offer.



# EXPERIENCE

TACK TMI (Gi Group Holding) – FEB 2021 – SEP 2024

GLOBAL HUMAN RESOURCES TRAINING, DEVELOPMENT AND CONSULTING SOLUTIONS COMPANY

- LATAM SERVICES DIRECTOR – TACK TMI
- LEAD DIRECTOR OF TACK TMI BRAZIL
- MEMBER OF BRAZIL THE EXECUTIVE COMMITTEE – GI GROUP HOLDING

KORN FERRY INTERNATIONAL - SEP 2015 – FEB 2021

GLOBAL HUMAN RESOURCES CONSULTING FIRM

- SENIOR PRINCIPAL

ACCENTURE - SEP 2010 – MAR 2015

GLOBAL BUSINESS MANAGEMENT AND CONSULTING FIRM

- TALENT & ORGANIZATION MANAGER



# EXPERIENCE

FRANQUALITY - JUN 2008 – AUG 2010

BRAZILIAN HUMAN RESOURCES CONSULTING FIRM

- SENIOR CONSULTANT

BUSINESS MBA - JUN 2006 – JUL 2008

BRAZILIAN HUMAN RESOURCES CONSULTING FIRM

- PROJECT COORDINATOR

INTERNATIONAL MEDIATION NETWORK - MAY 2005 – JUN 2006

PROVIDER OF CONFLICT MEDIATION SERVICES WITHIN THE JUDICIAL SYSTEM

- PSYCHOLOGIST AND MEDIATOR

PRO-WOMAN, FAMILY AND CITIZENSHIP - NOV 2003 – MAY 2005

NGO PROVIDING SERVICES FOR THE CARE AND PROTECTION OF WOMEN VICTIMS OF VIOLENCE

- PSYCHOLOGIST AND MEDIATOR

# CREDENTIALS 2025







# APPROACH

People as  
strategy enablers

Results built  
collaboratively

I believe in the power of dialogue, the exchange of ideas, and collaboration to turn challenges into opportunities. My role is to combine strategic vision with practical solutions, always keeping the client at the center of the journey.

I also believe in the counterpoint, in the critical and constructive analysis of data and information for well-founded decisions. I believe my role is to combine questioning with the collaborative creation of paths. I aim to bring elements of reflection to what is given, in a harmonious way.

# APPROACH

People as  
strategy enablers

Results built  
collaboratively

I design solutions that drive results in a sustainable way through the development of employees and leaders.

✓ **ACTIVE LISTENING AND IMMERSION IN THE CLIENT'S CULTURE**

Each organization is unique, and the best solutions arise when we understand its values and challenges.

✓ **CRITICAL ANALYSIS AND JOINT CONSTRUCTION**

Questioning, provoking, and building together are parts of the process for well-founded decisions.

✓ **FOCUS ON SUSTAINABLE RESULTS**

Methodologies and tools for building solutions that reflect the reality of the business.



# BENEFIT

In this way, complex processes that typically generate uncertainty within teams and/or leadership are designed to deliver the necessary results while fostering individual growth and the recognition of people, resulting in improved organizational, team, and individual performance..

Because  
the 'how'  
is what leads  
to results

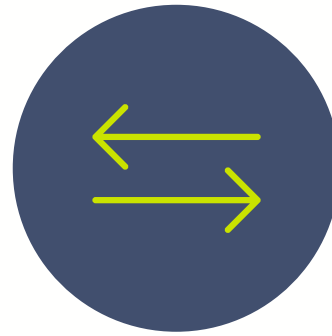
# AREAS OF EXPERTISE



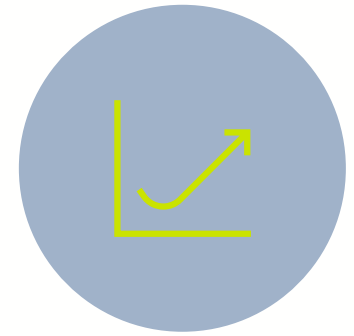
ASSESSMENT &  
SUCCESSION



LEADERSHIP & TEAM  
DEVELOPMENT



CHANGE  
MANAGEMENT



ORGANIZATIONAL  
DEVELOPMENT



# Solutions

An ever-growing portfolio

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# GLOBAL EXPERIENCE



Experience in management projects and activities in a variety of countries.

Solutions can be delivered\* in:

- Brazilian Portuguese
- Spanish
- English

\*Except if there is a limitation on the languages available in the adopted technological tool or solution.



# Assessment & Succession

Identifying and managing your  
organization's talent





# ASSESSMENT

## EVALUATION OF POTENTIAL FOR LEADERSHIP

Assessment of characteristics, preferences, and motivators that impact the ability to adapt and evolve more quickly toward leadership positions.

## EVALUATION OF LEADERSHIP PROFILE

Assessment of management competencies, characteristics, motivators, values, and management risks that directly impact the leader's performance.

## 360° COMPETENCY ASSESSMENT

Conducting 360° assessments, both through interviews with evaluators and via 360° competency assessment platforms, with a focus on addressing the impact the leader has in the context in which they operate.

## EVALUATION OF TEAM PROFILE

Assessment of the different profiles of individuals within a team, aiming at integration and the establishment of trust-based relationships.





# SUCCESSION PLANNING

## DESIGN AND IMPLEMENTATION OF SUCCESSION & DEVELOPMENT PROCESSES

Development of succession processes and governance, including evaluation and decision-making criteria, as well as the identification of succession risks

## IMPLEMENTATION OF 9-BOX METHODOLOGY AND FACILITATION OF CALIBRATION COMMITTEES

Creation of the approach and training of leadership and HR for facilitating calibration committees

## ASSESSMENT PROGRAMS FOR TALENT MAPPING

Structuring and implementation of assessment programs

# Change Management

Strategy and preparation of leaders to drive change processes.



# CHANGE MANAGEMENT

## STRATEGY TO SUPPORT CHANGE PROCESSES

- Design of change management strategy including 4 main pillars:
- Impacts – Mapping and impact mitigation plan
- Stakeholders – Mapping and management strategy
- Communication – strategy and plan
- Training – strategy for change

## CHANGE MANAGEMENT AND LEADERSHIP TRAINING

- Leadership profile and change Processes
- Engagement and motivation
- Communication
- Development of competencies for change

## MAPPING THE IMPACTS OF MITIGATION PLANS

- Facilitation of impact mapping sessions
- Development of impact mitigation plan and definition of KPIs for performance monitoring

# Leadership & Team Development

CONSTRUCTION AND  
FACILITATION OF LEADERSHIP  
DEVELOPMENT ACTIONS AND  
TEAM COLLABORATION SKILLS.





# LEADERSHIP & TEAM DEVELOPMENT

## TEAM-BUILDING

- Facilitation of the team-building process.
- Mapping of individual profiles within the team, along with individual and collective development plans.

## LEADERSHIP DEVELOPMENT PROGRAMS

- New Leaders
- Leaders of Leaders
- Business Unit Leaders

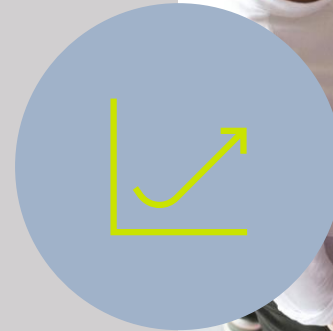
## COACHING AND MENTORING

- Coaching and mentoring programs for leaders



# Organizational Development

CREATING THE FOUNDATIONS  
FOR MANAGEMENT





# ORGANIZATIONAL DEVELOPMENT

## COMPETENCY MODEL

- Design and implementation
- Integration with people management subsystems

## CLIMATE SURVEY

- Climate survey solutions and action plans delivered through a GPTW-certified partner.



# Expertise

Constantly developing

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# CERTIFICATIONS

- Counselor Development Program – Fundação Dom Cabral 66TH class (ongoing)
- Counselor Training (PFC) – Celint
- People Committee – IBGC Certification
- Hogan Certification - assessment
  - HPI, HDS, MVPI
  - Hogan 360
  - Team Report
  - High Potential Talent

# CERTIFICATIONS

- Thomas Certification – assessment
  - TEIQUe – Emotional Intelligence Questionnaire
- Korn Ferry
  - Leadership Architect (Dictionary of Competencies – FYI)
  - Interview Architect (Competency Interview Method)
  - KF4D – Assessment of leadership profile and competencies
  - KFALP – Assessment of potential
  - ViaEdge – Learning agility Assessment
- Accenture
  - Change Management Methodology
  - Development Consultants – immersion in St. Charles (USA)

# CERTIFICATIONS

- PDI Ninthhouse Certification (now Korn Ferry)
  - Lead Assessor – Business Simulation Assessments (FLL, MLL, BUL)
- Certification in Conflict Mediation – Institute of Mediation and Arbitration of Brazil
- Bachelor's Degree in Psychology – University of São Paulo (USP)
- Specialization in Career Counseling – University of São Paulo (USP)
- Master's Degree in Social Psychology – University of São Paulo (USP)

# CLIENTS

Throughout my career, I have been able to serve clients from different market segments, including

Brazilian and global companies, delivering different solutions that are included here in my portfolio

- more than 40 different clients served
- 15 different market segments

Agribusiness	Financial	Oil & Gas
Automation	Services	Real State
Industry -	FMCG	Industry -
Automotive	Industry -	Steel
Consulting	Packaging	Telecom
Energy	Life Sciences	Retail
	Mining	

# WHAT THEY SAY ABOUT ME



**Vilmar Grüttner** · 1st

Head of Client Journey @ Truist | Stanford GSB | Customer Experience, Innovation, Financial Services

November 7, 2019, Vilmar was Renato's client

All LinkedIn members

On

Renato is an outstanding professional in the HR space. I met him when he was leading an HR consultancy project for my previous employer. He was extremely savvy to navigate in a strong corporate culture, manage opposite points of view, and interview dozens of C-level and high potential executives in a very successful manner. His work had a very positive impact on their talent management practices. Besides that, Renato was always open to provide direct and impactful feedback to the assessed professionals.



**Luiz Marcelo Guimaraes** · 1st

IT Executive | Business Transformation | IT Consulting | Business Development | IT Transformation | Global Delivery | Unleashing clients' potential by achieving business transformation success, powered by IT

November 4, 2019, Luiz Marcelo managed Renato directly

All LinkedIn members

On

Renatp is an extremelly dedicated professional. He has very good interpersonal skills and creates a positive atmosphere in the workplace.

Renato has the hability to plan the work ahead, evaluate possibilities and involve the right resources to get it done. When I worked with him, he was able to coordinate and mobilize a team, conduct the work, raise risks and issues, propose actions to mitigte them and monitor their evolution very close and in a pragmatic way. In the meantime, he has conducted the activities under his supervision, demonstrating good leadership skills and being respected by client personnel, as well as his company co-workers.

Also very reliable and trustable. His report was always clear and straight to the point. He gained high trust from the major client stakeholders and was able to conduct his work, exposed also to high level management (C-level) at the client, giving directions, distributing activities and following up upon its completion, disregarding potential hierarchy contrains. The C kevel would respect and respond to his directions.

Renato is definitively is a person I would like to work with again. Would be a pleasure to have him on my team!



# How can I help you?

Let's discuss your specific needs. I'm here to answer your questions and provide guidance. Take the next step to unlock your full potential.

Schedule our conversation [here!](#)



# RENATO SOARES

Thank you



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