

Jorge Alejandro Lépiz Chaves

* Recruitment Manager * Open Networker * Senior Consultant * Keynote Speaker * Motivational Speaker *

jorge.lepiz@mba2013.incae.edu

Summary

MBA INCAE BILINGÜE- Licenciado en Psicología con énfasis en Recursos Humanos y Calidad SIX SIGMA, con estudios en Ingeniería Industrial. Código Colegio Psicólogos 7220.

Enérgico, orientado a los resultados, automotivado, deseoso de aprender y con altas habilidades interpersonales. Con experiencia proveyendo soporte estratégico, liderazgo y consejería estratégica a equipos gerenciales. Mejoramiento de ambientes laborales y fortalecimiento de equipos.

Especialidades: Sistemas de Control Gerencial, dirección de RRHH, análisis estratégico y macroeconómico.

Experience

Recruitment Manager at Avantica

June 2016 - Present (8 months)

Masters' Degree Professor at Universidad Fidélitas

November 2016 - Present (3 months)

Marsters' Degree Professor at Universidad Fidélitas for several courses including Marketing, Human Resources, Talent Management, Strategy.

Senior Consultant- Marketing, HR and Strategy consultant at CONSULTORES GERENCIALES, S. de R.L.

December 2013 - Present (3 years 2 months)

- New product strategy development.
- Banking strategy development.
- Focusing on Human Resources, Marketing and Strategy dimensions.
- Special Credit Scoring co-creation.

Co-Professor at Universidad de Costa Rica

May 2014 - August 2016 (2 years 4 months)

- Co-professor for Psicología de los Procesos Laborales I & II, related to all subjects in labor psychology topics.

Senior Human Resources Business Partner at INCAE Business School

March 2014 - May 2016 (2 years 3 months)

- Recruitment: Developing of entire recruitment process.
- Recruitment: Development of a candidate pool including 9 countries in LATAM
- Labor law: Support of up to 9 different labor law codes, developing FAQ cheat sheet.
- Procedures: Developing of several business procedures for LATAM.
- Metrics: Key Performance Indicator development and improvement. Dashboard creation.
- Talent: INCAE's New Talent program development, to attract and engage "Y and Z Generation" employees.

Senior Marketing Manager at Asociación Obras del Espíritu Santo

October 2013 - March 2014 (6 months)

- Marketing: Development and start up of a brand new "padrinos (people sponsor)" capture procedure. Increase of over 20% on amount of people sponsors.
- Strategy: Place AOES as a high perceived value entity in Central America.
- Restaurant: Increase of over 15% ROE on its performance.
- Public Relations development: 1.Golf Tournament, 2.Cena de gala, 3.AOES, etc.

Consultant-INCAE (Management Consulting Practice) at Banco IMPROSA

October 2012 - December 2012 (3 months)

- Development of a brand new Banking Segmentation strategy for BANCO IMPROSA.
- Development of a new Marketing Strategy focusing on niche business.
- Human Resources reengineering, involving 1. Talent developing, 2.Sucession Planning, 3. Corporate Social Responsibility, 4. Innovation, 5. Employer Branding, etc.
- Developing of a new credit scoring procedure.
- Developing of a new business to business credit scoring scale.

Manufacturing Human Resources Key Account Manager at Bridgestone de Costa Rica

March 2010 - December 2010 (10 months)

- Recruitment: Project developing to reduce hiring time from 25 working days to 10 working days.
- Talent: Identification and valuation of over 100 employees using 9 Box grid methodology.
- Talent: Developed improvement plans in order to decrease low performance.
- Compensation and benefits: Development of Compensation strategies to align it to new corporate policies.
- Working environment improvement: Developing and improvement of KPIs related to working environment in 2 key departments.
- Training: Set up, development and mapping of all training needs for manufacturing.
- Engagement: Development of a Fit for you program, to map engagement drivers for manufacturing employees.

Senior Recruitment Manager at IBM

February 2006 - February 2009 (3 years 1 month)

- 6 Sigma projects: 1. "Feel IBM" I led this project focused on employee attrition. We decreased attrition in our main site. 2. "Data Mining" part of a team that worked metrics related issues for DANA account. 3."IBM-Recruitment" I decreased hiring days from 30 to 10 (up to 60% improvement).
- Recruitment: I led job fairs to get new employees for high seasons.
- Metrics: Key Performance Indicator development and improvement. Dashboard creation.
- Recruitment: entire advertising-enrollment-hiring of new employees.
- Business controls: Head of business controls for Recruitment Department

Education

Instituto Centroamericano de Administración de Empresas

Master of Business Administration (MBA), Finance, Economics & Sustainable Development, 2011 - 2013

Universidad de Costa Rica

Licentiate, Industrial Psychology, 2000 - 2005

Universidad Latina de Costa Rica

BA, Industrial Engineering, 2007 - 2014

Certifications

Colegiatura Colegio de Psicólogos de Costa Rica

Colegio de Psicólogos de Costa Rica License 7220 August 2010

Six Sigma Yellow Belt

MoreSteam University February 2008

TOEFL

ETS January 2012

Languages

English (Native or bilingual proficiency)

Spanish (Native or bilingual proficiency)

Skills & Expertise

Human Resources

English

Leadership

Organizational Development

Change Management

Leadership Development

Coaching

Team Leadership

Recruiting

Strategic Planning

Six Sigma

Project Management
Process Improvement
Engaging Public Speaker
Compensation & Benefit
Training Delivery
Project Planning
Microsoft Office
Customer Service
Spanish
Microsoft Excel
Microsoft Word
PowerPoint
Marketing Strategy
Strategy
Oratory
Public Speaking
Management
Talent Management
Management Consulting
Training
Consulting
Business Strategy

Publications

Competitividad en Costa Rica, periódico La República

Periódico La República June 12, 2013

Authors: Jorge Alejandro Lépez Chaves

Artículo enfocado en la dinámica macroeconómica del país.

Courses

**Master of Business Administration (MBA), Finance,
Economics & Sustainable Development**

Instituto Centroamericano de Administración de
Empresas

Creando Valor desde los Valores

International Trade

Money & Banking

Sostenibilidad

Ética en los negocios

Volunteer Experience

Consultor at Centro Universitario Miravalles

September 2013 - Present

Al frente de varios proyectos referentes a la educación y desarrollo económico de los jóvenes.

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3 people have recommended Jorge Alejandro

"I had the opportunity to report to Jorge when I worked in Avantica. He has a strong potential for doing recruiting management and always works hard for achieving his targets. In addition, he shows a solid leadership, is innovative, committed, persistent and gives the 100% on everything he does. "

— **Jahir López**, *Líder de Reclutamiento y Selección TI, Avantica*, reported to Jorge Alejandro at Avantica

"During my time working indirectly with Jorge at INCAE Business School, I realized that Jorge is a team player, always willing to help. In my case he was always willing to share the insights into the HR area. He has the grit to never give up and work hard to improve things around him and great charisma that helps him to connect with the right people. With his vast experience in HR I would recommend him for any company, as he can bring the insights and practices to help the area grow and flourish."

— **Zdenka Pajtášová**, *Career Service Coordinator, INCAE Business School*, worked indirectly for Jorge Alejandro at INCAE Business School

"I had the opportunity to work directly with Jorge while he was at INCAE. He has one of the most positive attitudes I have been around. He knew how to get people engaged in activities. While he was and still is talented and committed, he was also very coacheable and worked hard to understand his internal clients needs. I really enjoyed working with him. Finally, he was also a co-creator in one of our most important recruitment initiatives. His initiative, passion, and commitment were evident and valuable. I would definitely enjoy the opportunity to work with Jorge again in the future."

— **Ryan Frazee**, *Director - Marketing, Recruitment, and Admissions, INCAE*, managed Jorge Alejandro indirectly at INCAE Business School

[Contact Jorge Alejandro on LinkedIn](#)