

# Cássia Corrêa

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Nationality: Brazilian / Italian

Willing to relocate

## PROFESSIONAL PROFILE

A versatile and highly experienced **Human Resources Professional** with a focus on solutions for the development of people and organisations. An individual who has over 20 years specialist and leadership experience and a sustained record of success across various roles. A driven professional, with an outstanding record in developing HR strategy and policy, as well as designing, developing and delivering to organisations key strategic HR projects such as: HR transformation, talent management, people development, recruitment and process implementation. Experienced in managing teams, nurturing relationships, exceeding expectations and driving forward business growth. Focused on building influential and mutually respectful relationships, providing thought leadership, innovation, trusted advice and proactive challenges to clients. A team player and an independent thinker, with valuable problem solving and decision-making ability, together with excellent communication skills that have been demonstrated in many areas. Flexible and quick learning with key cross sector expertise, now seeking a new HR Consultant/ HR Manager/ HR Director role in the UK, where expertise, experience and transferable strengths will bring immediate value. Speaks English, Portuguese, Spanish and Italian.

## PROFESSIONAL SPECIALISMS

- **Organisational Development:** Organisational Design, Strategy Management (BSC), Change Management, M&A, Workforce Capability, Organisational Engagement, Organisational Culture and Developing and updating Policies and Procedures.
- **HR Transformation:** HR Vision and Strategy, HR Operating Models, Process Design, Governance and Technology.
- **Talent Management:** Performance Model (Goals & Competence), Career Tracks, Career and Succession Plans, Compensation (Remuneration Plan, Benefits...), Employee Relations, Endomarketing and Talent Acquisition.
- **People Development:** Coaching, Career and Leadership, Assessment, Training and Construction of High Performance Teams.

## KEY SKILLS & EXPERTISE

- Consultancy experience
- Strategy, direction and delivery
- Business development
- Sales strategy
- Customer relations
- Process implementation and improvement
- Complex problem solving and innovation
- Extensive blue-chip experience
- Driven by compliance and best practice
- Excellent IT skills
- Learning and development
- Data management
- Coaching and mentoring
- Enhancing efficiency and productivity
- Stakeholder engagement
- Relationship building
- Excellent communication skills
- Team building
- Confidentiality
- Flexibility
- Hardworking and trusted
- Organization and planning
- Multi-task and prioritise
- Self-disciplined and motivated

## PROFESSIONAL EXPERIENCE

Mar 2016 – Dec 2018

**Director - Senior Consultant**, Peak Performance HR Consulting

### Key Achievements and Responsibilities:

- Responsible for business development, client relationship and delivery of consulting services.
- Understanding client's business strategies, analyse organisational effectiveness and change management issues.
- Delivering a comprehensive set of HR service options and end-to-end solutions to assure function performance.
- Conducting projects with a focus on organisational development, HR transformation, talent management and people development (described above).
- Successfully working with national and medium-sized companies across many different segments and levels of complexity.

Jul 2015 – Dec 2015

**Strategic Sales Consultant**, Oracle

### Key Achievements and Responsibilities:

- Responsible for strategic HCM strategic accounts, as well as business development, managing customer relationships, construction of HR technology solutions, negotiation, closing sales and deployment tracking with large corporations.

Jul 2011 – Jul 2015

**Consultant**, Mercer HR Consulting

### Key Achievements and Responsibilities:

- Responsible for business development, client relationship and delivery of consulting services.
- Understanding customers external and internal environments and providing relevant best practice with regard to organisational and people management development.

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- Conducted projects focussing on organisational development, HR transformation, talent management and people development (described above).
- Coaching and supporting senior leaders to develop and maintain people management and development skills.
- Worked with national and multinational companies across many different segments, sizes and levels of complexity.

Mar 2009 – Jul 2011

**HR Director**, HQS Consulting (Oracle Partner)

**Key Achievements and Responsibilities:**

- Responsible for all HR activities related to human resources, such as: organisational development, HR transformation, recruitment and selection, training and development, compensation, career tracks, communication and labour relations.
- Aligning business objectives with employees and management.
- Restructured the human resources services with implemented and reviews of processes, policies and technology.
- Implemented remuneration models and people development programs.
- Developed and implemented quality management and procedures to achieve ISO9000.
- Oversaw the development of culture management and organisational engagement.

Feb 2007 – Mar 2009

**HR Manager**, Symnetics Business Transformation

**Key Achievements and Responsibilities:**

- Responsible for all activities related to Human Resources such as: recruitment and selection, training and development, remuneration, performance evaluation, career, communication and labour relations.
- Implemented and managed processes including: performance management, fixed and variable remuneration plans and successfully completed a leadership development program and a career model review.
- Redeveloped consultant integration and recruitment and selection processes.
- Developed organisational policies and internal communication processes.
- Oversaw strategic planning, management and organisational services including the review of organisational values.

Jul 2004 – Apr 2006

**HR Manager**, ISCMSP – Health Institution

**Key Achievements and Responsibilities:**

- Held full responsibility for 9 units of the group with more than 9,500 employees and a team of more than 20 people.
- Delivered organisational transformation, including change management, process review, HR systems implementation, review of HR practices and the implementation of HR models and policies.
- Responsible for all activities related to Human Resources such as: recruitment and selection, training and development, remuneration, career, communication and labour relations.
- Oversaw the complete restructure the Human Resources department, ensuring organisational effectiveness.
- Developed corporate and professional training programs, broadening skills within the organisation.
- Reviewed the salary plan and career based on market practices and legislation and the recruitment/ termination process.
- Implemented integration and development programs for disabled, young professional and trainee employees.

Oct 2000 – Jul 2004

**HR Analyst**, PwC

**Key Achievements and Responsibilities:**

- Successfully oversaw the career model of PwC Brazil, ensuring all company objectives were met.
- Coordinated and reviewed the following areas; engagement, performance, partnership potential, coaching and counselling.

Jun 1998 – Sep 2000

**HR Analyst**, HQS Consulting (Oracle Partner)

**Key Achievements and Responsibilities:**

- Oversaw recruitment and selection, performance evaluation, training and development, remuneration & benefits and internal communication. Implementation of HR models, process and policies.

## PROFESSIONAL DEVELOPMENT

- Graduated in Psychology from the FMU (1998), with Post Graduation in HR Administration from UNIP (2000), Globalisation and Culture from FESPSP (2006), Competitiveness: Innovation, Organisation and People from the FGV (2007), MBA in Strategic and Economic Management from the FGV (2010) and Executive Master in Strategic Direction of Human Resources and Intangibles by EOI / Madrid (2011).
- Studied some disciplines of Academic Master's: Development and Crisis of Organizational Psychology (2003), Man and Work in Traditional and Emerging Administration (2004), The Inclusion / Exclusion in Work Relationship and the New Career Forms (2015), all by USP - Social Psychology - Work Discipline: Human Behavior at Work / Design Thinking - Entrepreneurship (2014) by the FEA and Advanced Seminar in Organisations (Administration / Organisational Culture) by FGV (2011).
- Certified in International Coaching by ICI (2013), NLP by SBPNL (2014) and Hogan by Ateliê RH (2014).
- Member of ISPI (International Society for Performance Improvement) and the ICF (International Coach Federation).
- Successfully worked in several organisational contexts in many parts of Brazil and in projects in Latin America, North America and Africa (Angola).