

# LUIS ALBEROLA

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## STRATEGY AND ORGANIZATION CONSULTANT

An innovation and result driven international business professional, with proven abilities in social network strategies, social technology environment, talent development processes, human capital metrics, HR software deployment, recruitment strategies, project management and business development to ensure collaboration based transformation of clients towards a people-centric organization.

Quickly understands corporate organizations, politics and social networks. Identifies areas of strengths and weaknesses in organizations, cultures and HR processes. Designs collaboration-based change management projects, convinces executive officers and trains and leads teams.

Demonstrated ability to sell complex projects to finance and executive teams.

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## PROFESSIONAL EXPERIENCE / ACCOMPLISHMENTS

### MANAGING PARTNER

#### TALENT CLUB – Paris (France)

2004 - present

Founder and leading partner of this talent management services specialist (consulting and software services). Designed an accelerated talent management framework, won a business incubator support, won debt financing, led development of a new software and conducted business development for three years:

- Developed long-term relations with five major international corporations
- Generated over 850 000 euros in consulting fees;
- Mobilized over 250 000 euros in debt plus equity financing;
- Recruited and developed a team of up to seven, trained them in talent management practices;
- Designed and implemented a new methodology for HR processes development;
- Co-designed a methodology for social network design and development;
- Led and managed the development of a a talent management consulting software (first modules of an integrated suite, comprising assessment, career management and annual review);
- Developed alliances with two consulting firms;
- Led client engagements in talent management and social networks;
- Led an external group of consultant and HR professionals to produce an article and conferences on Human Capital Metrics;
- Taught HR professionals on Talent Management Best Practices.

### SENIOR CONSULTANT

#### SINGER, DANTON & HAMILTON – Paris (France)

2001 - 2003

HR Consultant and Executive search consultant for French and European clients

- Led successful executive search assignments in strategy consulting and finance
- Led successful executive search assignments for expatriates searches
- Designed a talent development consulting methodology
- Designed a compensation scheme for a high growth company

## **PROJECT DEVELOPMENT MANAGER**

### **BRAMBLES EUROPE – Paris (France) and Brussels (Belgium) 2000**

Assisted French managing director of this industrial services conglomerate in a take-over bid. Led corporate change management program in France.

- Managed a team of two analysts and a change management communication specialist
- Managed financial control for all French subsidiaries
- Managed closing of take-over bid and retreat from negotiation

## **JUNIOR CONSULTANT**

### **MCKINSEY & COMPANY – Paris (France) & Europe 1999-2000**

Consultant in the Corporate Finance & Strategy practice. Assignments in the War for Talent Practice. Engagements conducted :

- Mobile telecom operator Northern Europe – Target assistance in an M&A project
- Mobile telecom operator Great Britain – Target assistance in an M&A project
- Vehicle glass repair & replacement – Target analysis prior to a VC investment
- Leading French bank – Economic capital methodology implementation
- Leading global insurer – Global Risks business unit analysis
- European TV leader – Operational effectiveness program (cost savings)
- European TV leader – « Lean Manufacturing » deployment
- French aluminium leader – Continuous Improvement Program

## **BUSINESS ANALYST**

### **AXA – New-York (US) and Paris (France) 1995-1998**

Was a member of the Central Group Audit in New-York and Paris. Audited the following units :

- AXA Japan, AXA Re, AXA Global Risks
- Equitable Back-office reengineering
- Equitable Strategic Marketing Initiatives

## **REPRESENTATIVE**

### **LE CORDON BLEU – Tokyo (Japan) 1993-1994**

Was responsible for business and financial reporting in this « Art de Vivre » venture in Tokyo

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## **EDUCATION / LANGUAGES**

Graduated from HEC Graduate School of Business (Paris, 2005)

Master in International Management from Hitotsubashi University (Tokyo, 2004)

Fluent in Spanish, French, English

Working knowledge of Japanese

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## **AFFILIATIONS / PUBLICATIONS / AWARDS**

Founding member of Institut Boostzone (research on network centric management)

Founding member of Scientipole Réseau (association of start-up entrepreneurs in Paris)

Published « Construire des Métriques du Capital Humain et de l'Intelligence Collective » (Revue RH&M)

Awarded a “Prix à la Création d'Entreprise” from Banques Populaires in 2006