



About Santi Garcia

Santi Garcia has more than 15 years' experience as a Human Resources executive in a variety of industries, geographies and business situations such as start-ups, international expansions, mergers & acquisitions, turnarounds, divestitures, and rightsizing processes.

Santi's mission is to help business leaders see the world with fresh eyes, gain self-awareness and rethink their HR, leadership and people management practices. His aim is to increase business competitiveness in volatile, complex and ambiguous scenarios.

Santi is founder of the Future for Work Institute, a think tank that helps companies detect and explore the emerging trends in the world of work, separating the signal from the noise, and provide them with criteria to manage their human capital.

Santi is an avid blogger, a regular keynote speaker and a guest lecturer at different universities and business schools. He co-authored *El Ocaso del Empleo. Como Sobrevivir en el Fururo del Trabajo* which describes the future of work (2013), and authored *El Arte de Dirigir Personas Hoy* (2016).

With a BA from the University of Navarra, Santi has an MBA from IESE Business School.

Examples of Santi's work:

- Formulated a human capital strategy aligned with business priorities and market conditions for a leading company in the pharma industry.
- Designed an organizational development roadmap for a fashion company transitioning from an offline to an online business model.
- Advised on change management in the context of the acquisition of a large Spanish group in energy generation technology by a Fortune 500 US corporation.
- Created an organizational development roadmap with change management support to a German group merging Spanish and Portuguese subsidiaries into one single Iberian structure.

Accreditations

- D.I.S.C.
- Science of Happiness at Work™

What our clients say about Santi

"Santi has a tremendous capacity to understand customer needs, adapt, innovate and propose the right projects in each moment. Great analytical, creative and communications skills." *HRD, international biotech*

"He is no doubt one of the best HR professionals I have met in my life. Working with him has always been a pleasure. He has succeeded in understanding our problems and needs to quickly become a helpful partner,



supporting us with good advice, but also being involved in implementing his proposals. We have never regarded him as an external.” *VP and General Manager, global biomedical organization*