



# Nicolás Uribe Posada

## Human Resources, Learning & Development Sr Executive

### PROFILE



HR, Learning & Development professional with extensive regional experience in Latin America & the Caribbean.

### CONTACT

**Nicolás Uribe Posada**



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### EDUCATION

#### Psychology

- Universidad Argentina John F. Kennedy

#### Train the Trainers Specialization

- University of Buenos Aires

#### Others

- Social Communication (Universidad de Buenos Aires)
- Business Management Diploma (Universidad Austral)
- Covey Leadership Center Certified Facilitator

### LANGUAGES

- Spanish.....Native
- English.....C2
- Portuguese....C2
- French.....C1

### SKILLS

Leadership / Agility / Innovation / Resilience / Teamwork / Strategic Thinking/ Results Oriented / Interpersonal Skills/ Customer Centric / Communication / Talent Development/ Multicultural skills

### OTHERS

- Availability to travel internationally and relocation

### WORK EXPERIENCE



#### 2015 - 2021

##### McDonald's LATAM & Caribbean – Arcos Dorados HR, Learning & Development Sr Director

Leader of the People Center of Enablement, serving 20 countries in Latin America & the Caribbean with over 90.000 employees.

- People Strategy definition.
- Employee Journey from end to end (Attraction and Employer Brand Strategy, Selection, Performance Management, Talent, Succession Planning, Cultural Transformation, Diversity & Inclusion, etc).
- Digital People Solutions team.
- Learning Agility team.
- Corporate University.
- Operational and Business Processes team.
- Field execution

#### 2013 - 2015

##### McDonald's LATAM & Caribbean – Arcos Dorados Human Capital Corporate Director

People processes defined, improved and implemented: Leadership Development, Succession Planning, Performance and Talent Management, Diversity & Inclusion, Organisational Climate and Cultural Transformation. Relevant Business impact with the creation of the Coolture of Service program. Design and implementation of People Processes digital platform

#### 2007 - 2013

##### McDonald's LATAM & Caribbean – Arcos Dorados Training, Learning & Development Director

TL&D Strategy definition and execution in an 8 countries Division in South America. Operational Training, Leadership Development and Operational procedures and standards definition.

#### 1986 - 2007

##### McDonald's LATAM & Caribbean – Arcos Dorados Various positions and Business Areas

I have gone through different positions in HR (HR Generalist, HR BP, etc), Training, and Operations. Since 2005 I have held regional roles for the 20 countries where Arcos Dorados operates the Brand McDonald's.

#### 2008 - 2012

##### Post-Graduation Professor at ITBA (Instituto Tecnológico de Bs.As and Universidad de Morón

Pedagogical Director and Professor of the HR Diploma.