

Pedro GONZALO

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121, rue de Sèvres
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EDUCATION

- 2009-now **Paris-Dauphine University** (France), *Research Centre in Management and Organisation (CREPA)*
PhD in Management. Ongoing PhD thesis about Junior Talent Management, under the supervision of Professor Bernard de Montmorillon, former President of Paris-Dauphine University
- 2006-07 **CNAM (Conservatoire National des Arts et Métiers)** (France)
Master of Research in Management, magna cum laude distinction
Speciality: Management, Strategy, Forecast and Organisation. Research thesis: « *Don Quixote versus the Millennium generation: Crossed views on the future leaders' management* »
- 2003-04 **ESCP Europe**, Paris - Berlin (France-Germany)
Master's in European Business, summa cum laude distinction
- 2002-03 **Philipps-Universität Marburg** (Germany): Programme international « Free-mover »
- 2001-02 **Philipps-Universität Marburg** (Germany): Exchange Academic Programme « Erasmus »
- 1998-02 **Universidad de Zaragoza**

PROFESSIONAL EXPERIENCE

- Nov 07-
now **International HR Project Manager - Talent Management & People Development**
Societe Generale Corporate & Investment Banking (SG CIB), Paris
- Design, implementation and management of Graduate Policies and Programmes worldwide, with a focus on the « Global Graduate Programme » (*100 Graduates a year*):
- *Recruitment*: In charge of the overall selection process worldwide, including assessment centres (*5,000+ applications received per year*)
 - *Training*: In charge of global training seminars for Graduates, focused mainly on soft skills, technical and intercultural training (*5-week training seminars in Paris and New York*)
 - *Development and retention*: In charge of the Graduate development scheme consisting of international rotations, cross-business projects, mentoring schemes and junior coaching among others (*2-year development programme with cutting-edge components*)
 - *Evaluation, career management and talent management*
 - *Communication*: In charge of the worldwide communication campaign (*More than 50 countries covered in all regions*)
- Management of other projects, such as the creation of **Master BIM** launched with 5 international CIBs and Paris-Dauphine University. Best work-and-study Master in Finance in France
- Aug 04 -
Nov 07 **International Campus Manager, in charge of pan-European School Relations and Graduate Events**, *Societe Generale Group, HR Corporate Department - Recruitment Division*
- Creation of a pan-European network of partner schools and universities (*30 partner institutions in 6 countries*)
 - Design and implementation of Societe Generale Group employer branding campaign in partner schools and universities all over Europe
 - Management and organisation of international job fairs and other graduate marketing events (*more than 100 events all over Europe*)
 - Participation at various recruitment processes: job interviews, assessment centres, tests
- Feb-June 04 **Junior Consultant in Strategy**, Zanox Affiliate Marketing, Berlin
- Sept 03-Jan 04 **Junior Consultants in Strategy**, ADP Télécom, Paris

LANGUAGES

Trilingual: French, English, Spanish (Mother tongue)

Excellent level: **German**

Basic level: **Italian**

TEACHING, WORKSHOPS AND CONFERENCES

Teaching

2009-now

Enass (, Business School, Paris: **Associate Professor** in charge of the International and Strategic Human Resources module (Master 2 students) - 35 hours of teaching/year

2012-2013

Paris-Dauphine University: Lecturer on international talent management at the Master 2 Human Resource Management (HRM)

Collège de Paris (private university), **Associate Professor** in International Management and HRM at the International Master in Luxury and Fashion Management - 30hours of teaching/year

Workshops

2011 & 2012

Nantes Business School, Audencia (France): «*How to succeed in Graduate Programme selection*»

2007

HEC Paris (France): «*Public speaking in international environments*»

ESADE Business School, Barcelona (Spain): «*Public speaking in international environments*»

Università Commerciale Luigi Bocconi, Milan (Italy): «*Public speaking*»

2006

IEP, Sciences Po Paris (France): «*Assessment Center Workshop*»

Conferences

2012

Brokerslink Global Conference 2012, Madrid (global network of insurance brokers)

«*Keynote speaker*»: «*Junior talent management in the service industry – a global agenda*»

2010 & 2011

IEP, Sciences Po Paris: «*Graduate Programmes as the first step to an international career*»

2007

Nantes Business School, Audencia: «*Cross-cultural Management: A comparison between France and Spain*»

2006

Nantes Business School, Audencia: «*International recruitment*»

2005

Universität Münster (Germany): «*Key differences in Recruitment Methods in Europe: A comparison between France, Germany, Spain and the United Kingdom*»

Others

2010-2012

Enass: Study trip organisation for the Master 2 students: Madrid, Barcelona and Berlin

2009-2011

Université Paris-Dauphine: Academic tutor of alternation (part-time) Master 1 students

Since 2011

International development advisor for **Collège de Paris** (private University in France)

Since 2011

International academic partnerships advisor for **Enass** (Business School)

ACADEMIC PAPERS PRESENTED IN PEER-REVIEWED CONFERENCES

Gonzalo, P. (2012), *Talent shortage in the banking sector: does it make sense to talk about strategic graduate management ?*, **Workshop on Research Advances in Organizational Behavior and Human Resources Management Université Paris Dauphine**, DRM - Management & Organisation, Paris (France), 22-24 May

Gonzalo, P. (2011), *HR Strategy-as-practice : Le rôle des Ressources Humaines dans la gestion du jeune talent*, 3rd International Conference on Research Methodologies, **Academy of Management - Research Methods division / ISEOR**, Lyon (France), 15-16 June

Gonzalo, P. (2011), *La stratégie RH comme pratique : Le rôle des Ressources Humaines dans la construction de politiques mondiales de gestion des jeunes diplômés*, **XXè Conférence de l'AIMS (Association Internationale de Management Stratégique)**, Nantes (France), 7-9 June

Gonzalo, P. (2011), *HR Strategy-as-practice: The role of Human Resources in the construction of a new global graduate management policy*, **EURAM (European Academy of Management) Conference on Management Culture in the 21st Century**, Tallinn (Estonia), 1-4 June

ADDITIONAL INFORMATION

- **Winner**: European Prize « Essay on Peace » (« Prix de la Paix et Mondiale », Rotary Club, 1995)
- **Finalist**: International Contest « Allons en France » (French Embassy, 1998)
- Member of EURAM, **European Academy of Management**
- Articles/communications reviewer for the AIMS, **Association Internationale de Management Stratégique**
- **Other Hobbies**: guitar, photography, travels, cinema, reading