

Rafael Sosa Becerra

Professor at the Personnel Management Department

Associate Director of Liaisons: Continuous Updating Management Program



IPADE
BUSINESS SCHOOL
UNIVERSIDAD PANAMERICANA

Academic Degrees

- PhD in Management, Universidad La Salle.
- MD in Organizational Development, INDHUCE-ODA INTERNACIONAL.
- Executive Officers Management Program (AD-2), Instituto Panamericano de Alta Dirección de Empresa (IPADE Business School).
- Management Program (D-1), Instituto Panamericano de Alta Dirección de Empresa (IPADE Business School).
- BA in Business Administration, Universidad Nacional Autónoma de México (UNAM).

Managerial Background

- 20 years' experience in Personnel, Organizational Development and Total Quality Control areas in organizations like: Fábricas de Papel San Rafael, Grupo Peñoles, Moresa, and Grupo Condumex.
- Member of the Technical Committee of Fundación Mexicana para la Calidad Total.
- Board Member of the Asociación Mexicana de Administradores de Calidad Total, A.C.
- Human Resources Advisor, Continuous Improvement Planning and Implementation in companies such as: Bimbo; Grupo Vitro; Grupo Peñoles; Braun de México; Anixter de México; Hospital Santa Fe; CCPM (Computing School), and HSBC.
- Business Consultant in the areas of Planning and Human Resource Development and Organizational Transformation Processes.

Professional Activities

- Raters Instructor, Premio Nacional de Calidad.
- Certified Coach ("The Art of Business Coaching") of New Field Consulting, Miami.
- Guest Professor: Tayasal Escuela de Negocios, Guatemala; IAE Business School, Argentina.

Formerly:

- Associate Director of the In-company Programs
- Part-time Professor: Universidad La Salle, Universidad de las Américas, and Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM).

Areas of Interest

- Strategic planning processes and management by objectives
- Executive Coaching
- Transformation processes, total quality and cultural change
- Development of human resources systems
- Effective leadership development
- Integration of work teams
- Working competencies