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Martín L. Chame

(54.911) 5667.8668



I am a **Senior Change Management Consultant** that helps organizations achieve their business objectives by addressing the human aspects of change.

I have a post-graduate degree in Organizational Development from the Instituto Tecnológico de Buenos Aires (ITBA) and a Bachelor degree in Business Administration from the Universidad de Buenos Aires (UBA). I am soon finishing my training as an Ontological Coach, certified by the International Coaching Federation (ICF).

Throughout my experience in Change, I have led numerous transformation projects with a focus on SAP systems implementation, digitization, cultural change, mergers, implementation of new business models and moves, for clients industries as: Retail, Finance, Laboratory, Services, Health, Petroleum.

My areas of experience and specialization are: Change and Transformation Management, Coaching, Business Planning, Financial Management.

I am currently based in Buenos Aires, Argentina. I am interested in both relocating to the US or remote-consulting work.

VERIL consultores — Change Management Manager

From November 2017 to the present

Main customers: Cervecería Nac. Dominicana (ABInbev), Banco Supervielle, BIOL Laboratorio, Falabella, Hospital Británico, Mirgor, Cofco, TGN... .

Responsible for Change Management projects in the different clients. In charge of the coordination and assignment of the team of consultants in the different projects and their annual planning. I build or participate in the creation of the work plan, monitoring and executing the different activities with the project team and client. These may be related to generating empowered work teams, leading leaders of change, impact actions specific to Change Management such as communication, impact surveying, stakeholder management and training, and also with focus motivate people with purpose. I participate in project monitoring committees, analyzing advances, risks, mitigation plans and new opportunities.

I work in the professional development of the team with internal trainings, best practices and knowledge management. I participate in the commercial development of the area with current customers and new clients and presenting work proposals.

OLIVIA — Change Management Leader

From April 2016 until October 2017

Main customers: Correo Andreani, Ministerio de Modernización (Nacional), Sanatorio Güemes, YPF.

Responsible for the development and implementation of activities in Change Management such as: Impact analysis, assembly of mitigation plan and its monitoring, selection, training and activities plan for change agents. Develop and implement the training strategy at all levels and locations with +5,000 people impacted. Development of specific trainings with project leaders and project team. Built and follow up of communication activities plan, including plenaries, personal and team working sessions. Arrange business Stakeholders meetings to promote their participation (and their temas) into the transformation plan.
Worked close to the PMO, presenting our team status and reviewing project status, risk and deviations.

Worked with Agile Methodologies such as SCRUM, Effective Meetings and Lessons Learned among others.

OC Ontological Coach (ICF)

PG Pos-Graduate degree in Organizational Development (ITBA)

GD Bachelor in Business Administration (UBA)

IA Independent theather actor Elenco OPSIS

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Change Management Consultant

Since September 2015 until October 2017
Client: MetroGas

Responsible for the communication plan, including the activities of: planning, design of pieces and execution, either into the project team or along the company. Plan and organize with all Impact analysis meetings with leaders, consultants and specialists. Built of Impact report plus mitigation plan to present to project leads and sponsor. Participation in the selection of Change Agents and their activities panning. Participated in stakeholder activities and meetings together with the team and the project sponsor.

Organized recreational activities for the project's team promoting a good working climate, communication and teamwork.

Financial Change Management Lead

Since October 2014 until September 2015
Internal Client: SSA IBM

Regional Leader (SSA) of internal financial processes for Finance and Business teams. My main tasks were: built and implement communication plan, meeting with stakeholders and process owners to promote commitment and participation. Analyze and work with the consequences of the change in different processes, areas and countries. Worked closely with IT team.

Achievements: alignment of the different teams towards the transformation goals required, meeting deadlines and goals. Automated Template development that reduced and simplified the work by -60%.

Financial Team Lead

Since July 2008 until September 2014
Internal Client: SSA IBM and US & Canada Finance

Responsible for cost and revenue planning, identification and reporting. Seek for opportunities of gross profit either in cost reduction or push over or revenue recognition.

Commercial Analyst

Since April 2006 until June 2008

Commercial Analyst

Since October 2004 until March 2006

SP Spanish
Native

EN English
Conversation – Fluid
Written – Fluid

PO Portuguese
Conversation – Intermediate
Written – Basic

HE Hebrew
Conversation – Intermediate
Written – Intermediate

LS Lean Six Sigma (Yellow Belt)

OTH Professor in 2016
Professor helper in 2015