

# Lilian E. Castro

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## PROFILE

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- Executive coaching to senior management at international companies, leadership development, high performing teams, effective communication, development of emotional competencies, teambuilding. User of several assessment tools.
- Specialist in private equity investments, fundraising, and management control with more than ten years of experience as investment officer in the energy and food sectors in Argentina, Brazil and Uruguay.
- Spanish, English

## EXPERIENCE

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**2011 - Present**

### **Independent Executive Coach**

Coaching sessions to senior management at Sanofi, L'Oréal, Citibank, Rayovac, Tenaris, Banco Galicia, Ernst & Young, Herbalife, Alsea, Abbvie, British Telecom, Dell, Alhambra Eidos, Seventyone Percent, Nestlé, Maersk, among others, aimed at leadership development, transitions from functional expert roles to more generalist roles, lead remote teams, onboarding, career development, executive presence, strategic thinking, communication skills, people development, influence and inspire others, change management, delegation, time management, intercultural effectiveness, stress management, and networking.

**2005 a 2010**

### **Independent Business Consultant**

Advisory on private equity investments, risk-opportunity identification, design of turnaround strategies, transactions structuring and management control, mainly in agribusiness.

**1997 - 2001**

### **PCFG Advisory S.A. (Private equity arm of Perez Companc Family Group)**

Managing Director – Responsible for negotiating and structuring equity acquisitions in Argentina, Brazil and Uruguay, management of a diversified portfolio of multi-million dollar acquisitions mainly in the food industry, industry research and risk-opportunity identification, design of turnaround strategies and sources of value creation, due diligence, fundraising, monitoring the investee companies' performance, and shareholder representative at the boards of the acquired companies.

**1990 - 1997**

### **Corporación de Inversiones y Privatización S.A. (Management company of APDT, a US\$600 million private equity investment fund investing in privatized companies)**

Project manager – Participation in the negotiation and structuring of equity acquisitions in companies in the energy and telecommunication sectors. Representative of APDT on boards, finance committees and shareholders meetings in companies controlling TGS, Metrogas and Piedra del Aguila. High level of interaction with stakeholders (board members of APDT, board members of the privatized companies, CEOs, senior management of the operating companies, financial institutions and consultants).

**1985 - 1990**

### **Ministerio de Economía. Dirección Nacional de Política Económica y Financiera Externa**

Senior Analyst- Evaluation and negotiation of terms and conditions of loans granted by international banks to finance investment projects undertaken by utility companies (ENTel, Gas del Estado, Segba, Hidronor, YPF, Yacyretá, Comisión Nacional de Energía Atómica, etc). Analysis of international financial markets.

## EDUCATION

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- Certified in assessment tools: DISC, Hogan, Life Styles Inventories, and Leadership Impact.
- Conscious Business Coach certified by Fred Kofman. Conscious Business Center (2018).
- Conversational Intelligence Practitioner. Judith Glaser (2017).
- Training in Team Coaching by Escuela Europea de Coaching (2017).
- Professional Certified Coach by ICF (2016).
- Professional Coach certified by Instituto de Estudios Integrales (2010).
- Executive training in Human Resources Management by Universidad del CEMA (2010).
- Master in Public Policies and Private Sector by Instituto Di Tella (1990).
- Bachelor degree in Economics by Universidad Nacional de Buenos Aires (1985).

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