

Margarita Esguerra

Organizational Capability Manager at Equion Energia Limited

Extracto

23 years of experience in the oil and gas industry. Areas of expertise : procurement materials management, oil trading operations, oil contingency plans, learning and development, organizational capability management, Leadership Programs, Certified Coach -International Coaching Federation

Experiencia

Organizational Capability Manager en Equion Energia Limited

January 2012 - Present (4 years 2 months)

Design and Implement Organizational Capability Strategy which includes: Identification of Hipos with respective action plans Lead succession planning bi-annual exercise and linked it with Equion strategic objectives define and follow up KPIs to measure effectiveness of Talent Mgmt process.

Learning and Development Manager en BP Exploration Company (Colombia) Limited

May 1989 - January 2012 (22 years 9 months)

Aptitudes y conocimientos

Performance Management

Change Management

Management

Succession Planning

Coaching

Petroleum

Talent Management

Organizational Design

Energy

Employee Engagement

Workforce Planning

360 Feedback

Procurement

Human Resources

Organizational Development

Leadership Development

HR Transformation

Culture Change

Oil/Gas

Oil & Gas

Gas
Strategic Planning
Conscious Business Coaching CBC
ICF Coach

Educación

Universidad de Los Andes

Alta Dirección y Gestion Estratégica, Human Resources Development, 2010 - 2011

Organizaciones

International Coaching Federation ICF and Conscious Business Coaching (CBC)

Certificaciones

ICF Certified Coach

Idiomas

English

(Full professional proficiency)

Spanish

(Native or bilingual proficiency)

French

(Professional working proficiency)

German

(Limited working proficiency)

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[Contacta con Margarita en LinkedIn](#)