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## FERNANDO OLIVA

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I enjoy creating frameworks for people growth, performance, and transformation. To do this, I usually work with large size organisations as part of a Human Capital or Change/Project team. I also coach individuals in one-on-one settings.

My coaching solutions are:

- Evidence-based
- Carefully designed to leverage existing initiatives and people frameworks in the organisation
- Practical and cost-effective
- Systemic. I operate at all levels in the organisation

Some of the organisations I have worked with include:



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## CONTACT DETAILS

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+61424712529

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## PROFESSIONAL PROFILE IN A NUTSHELL

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12+ years of experience implementing change, organisational and leadership development initiatives in world-class organisations

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My formal qualifications include a Master of Science in Coaching Psychology (Sydney University, in progress) and a Bachelor's degree in Human Resources from Universidad de Buenos Aires

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300 hours of one-on-one coaching hours since 2014

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Have worked with stakeholders in more than 10 countries including Argentina, Brazil, Colombia, Mexico, USA, Australia, NZ, China, India and Singapore

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Expertise across multiple industries such as outsourcing, manufacturing, energy, financial services, telco and government

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## SPECIALITIES

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Coaching and leadership development



OD / L&D / talent management



Change Management and business transformation

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## METHODOLOGY

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I believe in the applied science of human performance enhancement to improve productivity and quality of life of individuals, organisations and the broader community. My interventions are grounded in the theoretical and methodological aspects of coaching psychology.

My work is primarily focused on positive psychology, solution-focused and cognitive-behavioural approaches to coaching in organisations, considering the dynamic and uncertain nature of complex adaptive systems.

I am also comfortable working with well-known change management frameworks such as ADKAR, Lewin, William Bridges' Transition or McKinsey 7-S model to plan, implement and sustain positive change.