

Patricia Queijo

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EDUCATION

2024  **IMD** (virtual co-hort)
Mastering Board Governance

2022  **U. Brit. Columbia** (online)
Business Communications

2020-2021  **MIT** (virtual co-hort)
Organizational Design for
Digital Transformation

2008-2009  **UAI**
Master in People and
Organization Direction

2005-2006  **USP** (not completed)
Master in Finance, Communic.
and Investor Relations

2001  **FAU-ENU**
International Business
Summer School

1999-2003  **PUC**
Bachelor's degree in Business
Administration

OTHER COURSES

2024 & 2023  **United Nations**
Business & Human Rights

2020  **J&J and Cambria**
Executive Coaching

2020  **Crescimentum**
Agile Culture

2014  **WFF**
Coach & Leadership

2012  **SHRM**
HR Certification

2011  **LHH & Integral Institute**
Change Management

LANGUAGES

 **Pt** | Native

 **En**
 **Es** | Fluent

 **It**

 **Fr**
 **De** | Basic

Senior Human Resources & ESG Executive

25 years of experience in global companies contributing to United Nations Sustainable Development Goals, and 15 years leading HR and organizational transformations.



Contributing to Human Rights

Oct/2023 – current | Learning and contributing to Human Rights

- > Investing in providing housing opportunities to marginalized groups
- > Learning more about Human Rights and ways to help businesses advance their sustainable practices



Feb/2019 – Sep/2023 | HRBP Director (Brazil)

(Apr/2021 – Sep/2023 **Janssen** | Feb/2019 – Apr/2021 **Consumer Health**)

Main achievements:

- > Strengthened succession pipeline for critical positions, enhancing diversity
- > Played a key role for leadership development, strategy alignment and ethics & compliance
- > Cultural change approach to enable digital transformation and agile implementation
- > Enhanced employee retention and competitiveness through leveraging sustainability and DE&I initiatives

AVON **Natura & Co**

Nov/2016 – Jan/2019 | Head of Talent Management Latam

Global Cosmetics Co., over 25,000 employees, 6,000,000 sellers.

Resp for: **Talent Management, Leadership Development & Talent Acquisition**

Main achievements:

- > Leadership engagement to deliver the strategy through high-performing teams
- > Enhanced high potential development programs improving succession & retention
- > Strengthened Employer Branding, Candidate Experience, Talent Programs & Diversity



Aug/2015 – Oct/2016 | Head of Global Talent Management

World's 8th largest food company, over 120 countries and over 105,000 employees.

Resp for: **Global Talent Management and Leadership Development**

Main achievements:

- > Awarded the 3rd most attractive company for Brazilian professionals (LinkedIn 2016)
- > Structured the transformation of Performance Management for over 4,000 leaders
- > Delivered Talent and Competencies mapping for approximately 1,000 leaders.



Apr/2011 – Aug/2015 | People Director Brazil

Casual dining Co. - In Brazil has more than 100 restaurants and over 13,000 employees.

Resp for: **HR COEs, HR Operations, ERLR, & HRBP**

Main achievements:

- > Actively participated in shaping the new legal entity securing executive retention
- > Designed and implemented Strategic Leadership Development Program
- > Improved Employee Engagement leveraging Career Plan, DE&I and Work-Life Balance
- > Structured Labor Governance (29 Unions) & Payroll to mitigate labor liabilities
- > Led the deployment of Ethics, Compliance and FCPA Training
- > Improved Talent Acquisition and On-Boarding (approx. 5,000 employees/year)



Jan/2004 – Apr/2011 | Intl HR Manager (Brazil, Chile, Argentina)

Global Cosmetics Co., well known for sustainability and innovation in HR practices.

Resp for: **HR COEs, HR Operations, ERLR & HRBP for Latam & France**

Main achievements:

- > 2010-2011: New business model implementation as Change Management Leader
- > 2009-2010: Design and launch of Leadership Engagement Program, awarded by Mercer
Implementation of new People Operations structure & services and Ethical Committee
- > 2008: Awarded the most innovative HR in Chile in 2008 for DE&I initiative
- > 2007-2009: Employer Branding & Talent Acquisition for accelerated growth (CH/PE/MX)
- > 2006: Deployment of HR model & policies in all international operations
- > 2005: Corporate University strategic KPIs management and planning

Internships & Early in Career
Apr/2000 – Jan/2004



Brazil



Brazil



Germany