



DORIS VEGA

Doris is a Professional Certified Coach (PCC) with the ICF and Columbia University. She has more than 15 years of international corporate experience in human resources, training, and consultancy.

Doris is a proud mum of two lovely daughters and one Goldendoodle. She is very passionate about sports, learning and development, spending time with her family and friends, reading, travelling, and undertaking social work.

TESTIMONIALS

"I had the pleasure of being Doris' coachee during my time at Mondelez. She did a wonderful job in helping me visualize new insights and also understand different perspectives. She made me feel comfortable to share and touch upon subjects that were not necessarily easy for me. As a result, I am confident that her work did a great deal to make me think of new steps in my career! I strongly recommend her as a coach."

- HEAD OF INNOVATION, FMCG

"I feel really grateful to have met my coach at this critical time of my life. With her help, I was able to re-discover myself, evaluate my situation differently, and identify a path forward and gained some of the confidence back to stay focus on an achievable and meaningful goal."

- PRINCIPAL SPECIALIST, SOCIAL DEVELOPMENT ORGANISATION

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF and Columbia University ▪ Certified Coach Supervisor, IECL ▪ Systems Dynamics in Organizations, Judy Wilkins-Smith ▪ Team Coaching, GTCI and TCI ▪ Organization and Relationship Systems Coaching, CRR ▪ Presence Based Coaching, Doug Silsbee ▪ MBA (IE of Madrid) ▪ BA in Business Administration (Universidad de Lima)

DIAGNOSTICS

Human Synergistics LSI & ILF ▪ Korn Ferry 360 ▪ Korn Ferry Lominger ▪ BTS Bates ExPi ▪ Predictive Index



COACHING EXPERIENCE

Doris has extensive coaching experience with leaders across the Americas, Europe, and Asia, in sectors including consultancy, finance, consumer goods, NGO's, telecommunication, oil & gas, and retail, amongst others. Doris specializes in individual, team, and group coaching to help organizations to improve collaboration, alignment, engagement, wellbeing, business results and impact in society.

COACHING STYLE AND APPROACH

Her counterparts, ranging from individual contributors, front-line managers, and C-suite executives, describe her as a curious, empathetic, and authentic coach. Doris creates the space to bring new insights, bigger perspectives and more awareness and connection. She utilises systemic, adult development and presence-based coaching approaches in her sessions.

BUSINESS EXPERIENCE

Doris brings to her coaching practice more than 15 years of corporate experience. She started her career at Nestle S.A, where she held different roles in Peru, Chile, Brazil, and Switzerland such as Nespresso OD Manager, Global HR Business Partner, Regional HR Business Excellence Manager and Peru Recruitment and Training Coordinator.

AREAS OF EXPERTISE

- Developmental coaching for sustainable leadership development in communication, trust, collaboration, change management, high performance, conflict management, etc
- Transition coaching for leaders new to the organisation, country, or role
- Coaching as part of leadership development or cultural change program
- Coaching as part of outplacement programs
- Team and group coaching to improve team's alignment, impact, and results
- Leader as Coach, developing coaching capabilities in organizations
- Facilitation of group sessions, webinars, or podcasts
- Coaching supervision for coaches to develop their own coaching practice

PREVIOUS ENGAGEMENTS

- HR Director for Asia-Pacific, International Insurance Company - coaching improved self-management, resilience, and conflict resolution.
- Partner, Global Consulting Group – coaching assisted with better self-awareness (360 Assessment) and impact in the organization.
- Senior Advisor to Vice President, Social Development Bank – coaching supported a successful transition into a new leadership role in a different area of the company, increasing growth and development possibilities for the counterpart.
- Associate Director, Philippines, Global Service Company – coaching helped to increase self-awareness, adaptation to a new company culture and generated trust and empowerment with the new team.
- Head of Property Claims, Denmark, Insurance Company – coaching assisted with adaptation to a new company structure, increased confidence, trust, and wellbeing.

LANGUAGES

English ▪ Spanish ▪ Portuguese