

José Manuel Flores Medina



13-869


PROFILE

I love seeing companies grow and develop in the markets they venture into and being a part of it. This statement is my main motivation to maintain a tireless desire to gain more and more knowledge and teach it to others.

On the other hand, I have cultivated skills, principles and values that have shaped my personality to facilitate teamwork, allow me to mention: leadership, honesty, patience, diligence, perseverance and resilience among others.

The successes I have achieved in putting my talents into practice have positively impacted the results of the organizations I have served, not only in qualitative terms, but they have also been tangible in the short and long term; So, I do not hesitate to be useful to the company that wants my services.

CONTACT

 (502) 55056375

 jose@jmfasesores.com

 [linkedin.com/in/josé-manuel-flores-medina-77284540](https://www.linkedin.com/in/josé-manuel-flores-medina-77284540)

DADES INFORMATICAS

- Python
- R
- Power BI
- SQL
- HTML
- CSS
- JavaScript
- Microsoft Office

LANGUAGES

- Spanish – English

EDUCATION

- **Attended Sunbelt 2023 Conference of SNA.**
- **Certification in Python Programming**, University of Michigan, Guatemala 2020.
- **Certification in Strategic Planning**, Harvard University Boston 2012.
- **PhD in Sociology and Political Science**, Universidad Pontificia de Salamanca, Guatemala 2008.
- **Master's in Financial Management**, UMG Guatemala 1999.
- **Master's in Human Resources Administration**, UFM Guatemala 1994.
- **Certification in High Voltage Transformer Substations**, Argentina 1986.
- **Electrical Engineering**, USAC Guatemala 1985.

WORK EXPERIENCE

- **JMF Advisors. General Manager JMF Asesores. Gerente General June 2014- To date.**
I have advised companies of all kinds: large and small. In aspects of Innovation, Finance, Business Intelligence, **Corporate Network Analysis (SNA)** and Human Talent. Production, services and marketers. Among them bottling, electricity, technology, machinery, food, hospitals, security, logistics, consumer products, in Central America, Mexico, USA and Europe.
- **Instituto Nacional de Electrificación INDE. Strategic Planning Manager August 2012 – May 2014**
I designed and directed the elaboration of the Strategic Plan of INDE, 2014-2020. Implemented the Quality Management System initiative, ISO 9001. I achieved the approval of INDE's investment projects, setting a record for an amount of 233 million quetzals, by SEGEPLAN. Participate in the design of the rescue plan of the INDE Pension Fund (FOPINDE). Design and implement the salary scale for INDE officials. I designed the Master and Diploma of Change Management. Implemented improvement programs in Security, Order and Cleanliness (SOL). I organized the Corporate University of INDE.
- **Santa Ana Industrial Agricultural Company (Ingenio Santa Ana) Human Resources Manager May 1996 – February 2011**
I managed and directed the strategies of human talent (Recruitment, Selection, Training, Social Programs, Salaries, Salaries and Benefits), the quality assurance systems (ISO 9000, HACCP) and corporate social responsibility of the Santa Ana Corporate Group, composed of 25 companies and 3,000 employees. Implement productivity models with Balanced Scorecard (BSC). **I established relationships with the sugar cane cutters of the Mayan ethnic groups: Quiché, Cakchiquel, Ixil and Xorties; almost 2,500 men, increasing the productivity of the sugarcane harvest, applying SNA.** I directed the administration of their services, including food, accommodation and hiring. I implemented Computer Labs in the public schools of Masagua, Aldea Aceituno and El Milagro.
- **Speaker at national and international events - university professor**
 - **Now I am Teaching The Spiritual Roots of Human Relationships and SNA.**
 - **Diploma of Business Intelligence**, Chamber of Commerce, permanent in its annual program. 2019 – 2020
 - **Analysis of Corporate Networks (SNA)**, Chamber of Industry, 2019.
 - **Marketing Congress 2018**, Chamber of Commerce of Guatemala.
 - **Data Science**, Panamá, 2018.
 - **Innovation 2017**, Cámara de Comercio de Guatemala.
 - **Professor** of Personnel Selection, Salaries and Wages, Innovation, Ergonomics and Personnel Training, all of them in Universities of Guatemala.
 - **Tesis of Investigation** was "Dynamic of Group Relationships among Mayan People in Sugar Mill Company".