

## Network Associates



# Elena Granell

## Professional Biography



Elena Granell is currently a Trainer and Feedback Coach with the Center for Creative Leadership in Brussels, Belgium. She is also an Associate Professor in Human Resources and Leadership Development at Instituto de Empresa in Madrid, Spain.

Prior to this, Elena has been a Full Professor at Universidad Central de Venezuela and Simon Bolivar University in Venezuela. She was also Full Professor at the Institute of Higher Studies in Administration in Venezuela (IESA), where she was appointed Professor Emeritus.

For the last 16 years, Elena's work has been centered on human development in organizations, applying research projects on strategic human resource management, cultural change, managing across cultures, leadership development and executive coaching. Her research and consulting related activities have involved work with both local and international senior managers from different countries in Latin America and Europe. This broad range of experience has enabled her to share her understanding of cultural issues and their impact on organizational effectiveness.

Elena has been a visiting scholar at the University of Utah, Harvard University and Stanford University in the US, and at the Universidad Autonoma de Madrid. She has published eight books and over thirty articles and papers in national and international journals, among which are Behavioral Research and Therapy, Behavioral Assessment, Journal of Mental and Nervous Disease and Psychological Assessment. Her last published books by Ediciones IESA are, "Competitiveness and Human Resources in Venezuelan Organizations", "Managing Culture for Success: Challenges and Opportunities in Venezuela" and "Human and Cultural Challenges for Customer Focus Organizations.

Elena holds a Ph.D in Psychology and has been a key speaker in various professional meetings and workshops in numerous countries. She is a Board Member of The Human Resource Planning Society, of which she served as member of the Board of Directors until 2001; she presently Co-chairs the International Committee. She is a member of the Editorial Review Board of the Human Resource Planning Journal.

Elena is presently living in Spain after having resided in Venezuela, Mexico, England and the USA. Her working languages are Spanish and English. She is married, has three children and three grandchildren who live on three different continents.