



**Luis Santana**

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**The following is a bio of a former employee/consultant**

Luis M. Santana is the Human Resources Practice Leader, Europe and Maturing Workforce Challenges Research Working Group Leader, The Conference Board Europe.

He has an extensive experience in aligning employee behavior and business strategy, with special expertise for companies that are involved in large-scale multi-cultural transitions. He has consulted and conducted executive training workshops across four continents on topics such as: leadership development, change and organizational development, negotiation, decision making, team building, and managing cultural differences.

Mr. Santana started his business career as an international journalist for a news agency specializing in US media. Then he joined the consulting business of Krauthammer International where he held executive positions for Spain and Latin America before building his own consulting firm Epsilon. He has consulted with national and multinational customers in Europe and Latin America. His clients list includes: British Petroleum, Mobil, Tetra Pak, MAN, Auchan, Mercadona, Syngenta, Software AG, Instituto de Empresa Business School, Diageo, Groupama, AECOC.

He earned a Translation Degree from the Universidad de Granada in Spain, a Master in Business Administration from Instituto de Empresa Business School, as well as an MBA from the University of Chicago's Graduate School of Business. He has attended various executive programs in negotiation at the Kennedy School of Government, Harvard and at Insead, and also attended the Columbia Senior Executive Program (CSEP) at Columbia University.

Besides leadership and change Mr. Santana interests includes negotiation, decision making and strategy. He is proficient in English, French, Spanish and Portuguese and his hobbies include reading, music and sports. He lives with his family in the Canary Islands, Spain