

Luis Alberto Albaine

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Objective

Human Resources Management in challenging environments.

Strengths

Leadership – Intercultural Management – Change Management - M&A – Team and synergy building – HR Strategy design and implementation – Conflicts Resolution.

Experience

2002 – Today Tenaris, Luxembourg/Argentina (*Sales: US\$ 9.5 billions Headcount: 23.500*).
Techint Group of Companies (*Sales: USD 20 billions. Employees: 67.000*).

Human Resources Director for South America

- *Reporting:* HR Global Director. *HR Staff:* 30 Employees in the region: 6.500
- *Responsibilities:* HR for Headquarters and Mills in South America.
- *Challenge:* Cross-cultural and regional integration after stock exchange process of the company. Coordination with other Techint's HR structures in Argentina. HR Team Leader for due diligences and take-over processes (USA and Canada among others).

1997 – 2001 Tubos de Acero de México, Veracruz, México (Techint Group of Companies)

Human Resources Director (*expat*)

- *Reporting:* Vice-President
- *Responsibilities:* Recruiting. Training. Executive and Organizational Development. Compensation. Benefits. Communication. Expatriates Management. Hygiene, Safety and Environmental. Health Service. Community Relations, Labor Relations.
- *Challenge:* Cross-cultural consolidation after 4-year M&A process. Support in HR issues to the globalization process. New Young Professionals Program. Labor costs reduction.

1995 – 1997 Siderar, San Nicolás, Argentina (Techint Group of Companies)

Human Resources Development Manager

- *Reporting:* HR Director
- *Responsibilities:* Training and Development, Internal Communication, Selection and Recruiting. Community Relations.
- *Challenge:* Cross-cultural consolidation (from state-owned to private company). ISO-9000 Certification Process. National Quality Award. Building high performance teams in HR.

1985–1995 Aluar Aluminio Argentino, Puerto Madryn, Argentina.
Sales: US\$ 350 millions. Headcount: 1.500

Head of Human Resources Department (1992-1995)

- *Responsibilities:* Training and Development, Internal Communication, Selection and Recruiting. Personnel Administration.
- *Challenge:* HR cross-functional teams. Change management. Downsizing without conflicts.

Head of Production Unit (1990-1992)

- *Responsibilities:* Operation of Anodes manufacture mill.
- *Challenge:* Improvements in productivity through people empowerment. High performance work systems (design and implementation)

R&D Process Engineer (1985-1990)

- New technologies development.

1982–1985 R&D Junior Researcher (*INTEC Santa Fe – University of Comahue, Argentina*)

Education

2005 Stanford-Tenaris Management Development Program U. Stanford B. School
2002 Strategic Human Resource Planning Program (SHRP) U. Michigan B. School
2002 Management Development Program (MPD) U. Michigan B. School
1982 Industrial Engineer. University of Comahue, Neuquén, Argentina

Languages: **Spanish** (native), **English** (fluent), **Portuguese** (fluent)

Software: MS Office (full), SAP, Other applications and tools.

Associations

Corporate Leadership Council (Corporate Executive Board)
Society for Human Resource Management (SHRM)..
Asociación Dirigentes de Recursos Humanos de Argentina (ADRHA) Member of Strategy and Change.
Asociación de Desarrollo y Capacitación de Argentina (ADCA)

Academics

Director of Change Management and Leadership (HR Executive Program). Universidad Di Tella
Professor of Global Leadership. Senior Management Program (SMP). Universidad San Andrés
Professor of Intercultural Management (Executive Programs). Universidad de San Andrés
Professor of Intercultural Management (Human Resources Program), Universidad Austral.

Some Courses

WFPMA World Congress, London, (2008)
The essence of Leadership (Harvard Business School Publishing) (2003)
4-week intensive English program in USA (2001)
Global Compensation. Watson Wyatt, Mexico (2000)
SHRM-IIHR Annual Conference “Global HR” (1998).
Conference Board in Mexico “Knowledge Capital” (1997).
ASTD Conference and Exhibition (1996).
Designing High Performance Work Systems (1996).
Managerial Updating in Organizational Change Environment (1996).
New Management (Strategic Alignment) (1996).
Managing with the press. (1996).
HRIS International Conference (1995).
First Things First (Time Management) (1995).
Human Resources Strategy (1995).
Before Strategy, the fundamental of success (1995).
First Kaizen Study Tour in Argentina (1995).
Strategic Human Resources Management (1994).
Reengineering the Firm (1994).
Fuzzy Management (1994).
Conflicts Resolution (1994).
Organizational Behavior (1994).
HAY Compensation System (1994).

Other Interests

Sports, Travel, Genealogy, Languages.

Updated: Sep, 2009