

## Jorge E. Fernández

### Coaching Profile



**Jorge E. Fernández**  
Hogan Coaching Network

#### Background

Jorge E. Fernandez has over 30 years of experience in the areas of management education, executive and organizational assessment and team building. Jorge is fluent in English and Spanish and has been a consultant to organizations large and small in the US and Latin America. He has also provided individual coaching services to senior and mid level executives.

Jorge has served as a member of the teaching faculty at Florida International University, Nova Southeastern University, Carlos Albizu University and Miami-Dade College. His work has been featured in a variety of publications including *The Journal for Quality and Participation*, *Journal of Business Strategy*, *Executive Excellence* and *The Pfeiffer Human Resources Management Annual*.

#### Professional experience

*President, Cima Consulting*

*Internal consultant, American Airlines – Miami, Caribbean, Latin America Division*

*Internal consultant, United Healthcare Plans of Florida*

#### Education

B.S., Psychology, Spring Hill College

M. A. Organizational Psychology, University of West Florida

#### Client experience

American Airlines, Ascension Health, Avaya Communications, Bank of America, Boehringer-Ingelheim (Canada-Medical Affairs), Cargill, Chubb Insurance, Cisco, Coca Cola, Dell, Florida Memorial College, Goodyear, Hewlett Packard, John Deere, Johnson & Johnson, Microsoft, Miami-Dade College, Mexico-McDonald's, Northwestern Mutual, Pentair, Perry Ellis International, United Healthcare, Walmart

- Executive Coaching**
- Managerial Selection and Development**
- Succession Planning**
- Team Building Workshops**
- 360 Surveys**
- Organizational Climate Surveys**
- Talent Assessment**