



abastare
grupo


GLOBAL SERVICES IN HUMAN RESOURCES CONSULTING



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ABOUT US





GRUPO ABASTARE is a human resources consultancy whose **MISSION** is to help people and organizations **develop their full potential**, favoring the process of change to achieve **excellence** and improve its **competitiveness**. It is a company with more than 10 years of life that works nationally and internationally for the well-being of people in the organizational environment.

Our **VISION** is to become a reference consultancy for those companies that believe that the people who work in their organization are the key to reach the desired results.

Our values

JOY

As a basic right of people, which encourages work well done and carried out with optimism.

COMMITMENT

To contribute the change, achieving visible results of excellence in all projects developed for our clients.

FLEXIBILITY

To adapt to the singularities of each of our clients and to be able to guide them in the development process of a project.

CREATIVITY

To propose innovative solutions and to be able to respond to our clients in any situation.

RESPONSIBILITY

Facing the obligations with our clients, achieving the objectives set and being faithful to the principles and values of the organization.

SYNERGY

Fostering collaborations with our clients, based on trust, and multiplying the strength and impact of each project developed.

INTEGRITY

Being our client's partner, accompanying them in the achievement of their goals from honesty and transparency.



What makes us different?

Application of emotional intelligence in all our projects in a transversal way.

Development of individual and group skills.

Practical application of scientific research and empirical evidence.

Innovation and customization in the methodology.



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OUR TEAM



FOUNDING PARTNER

Ana Del Pino

With more than 18 years of experience as a consultant and trainer in the field of human resources, this professional has been able to develop her skills in public and private companies from very different sectors.

Her potential to contribute to the development of managerial skills in people who occupy high-level positions has been translated into a high ROI after the training programs taught by her.

Her professional experience of more than 9 years in a multinational of the service sector in the field of quality and HR constitutes her greatest value. Following this line, she is currently developing her doctoral thesis on the subject of servant leadership.

An economist with specialization in the field of business management, they make her a unique profile that does not go unnoticed.



FOUNDING PARTNER

Carmen Prado

Psychologist and researcher, Member of the INDRHO Research Group of the University of Seville, she has more than 15 years of experience as a consultant in the field of human resources.

Expert in Gender and Equal Opportunities, she has successfully implemented equality plans in very diverse organizations.

Specialist in the development of emotional competencies in work teams, reflecting part of her work in the book “Leading teams with emotional intelligence.”

She is currently developing her doctoral thesis in the “Study of the emotional competencies of work teams”, and she helps organizations to generate healthy environments, contributing to increase the psychological well-being of professionals and their job satisfaction, as well as team productivity.



CONSULTANT

Ana López Sousa

Her experience of more than 18 years as a consultant and trainer in corporate and external communication, teamwork and executive coaching endorse her as a specialist in these areas.

Practitioner in Neuro-linguistic Programming and researcher in the research group Theory and Communication Technology (GITTCUS), she has directed and coordinated creative teams in television and cinema and has developed numerous projects in public and private companies to promote good communication practices in leadership and team management.

She is currently coordinator of the coaching processes for graduate students at the Loyola Andalucía University (Own title “Leaders for The World”), seeking to increase performance and provide support in stress management to achieve excellence. This professional stands out for her passion, her commitment and her ability to bring about positive transformations in the people she works with.



CONSULTANT

Laura Pascual

With more than 8 years as a trainer in social skills and risk prevention for public and private entities, she has been a teacher in areas as diverse as the university, prisons, security management and women at risk of social exclusion in countries such as Paraguay and Guatemala.

Passionate about teaching and new technologies, she is convinced that learning should always be a pleasant task and that there is a suitable method for each person. She has worked as a consultant in process evaluations and information processing for different entities, among which is the Junta de Andalucía.

Her training as a criminologist makes her focus on the personal and professional development of her students from a global and innovative point of view.



CONSULTANT

Ana Amo Arturo

Psychologist, Senior Human Resources Consultant, Personnel Selection, and specialist in the development of personal competencies and skills. Executive Coach (AECOP) and teams (EFIC).

Since 2003 she has been managing projects and teams aimed at developing talent and organizations. Specialized in Recruitment, Selection and headhunting, Evaluation through psychotechnical tests and Selection by competencies. She has coordinated and led outplacement projects, as well as accompanied in coaching processes for expatriates.

Teacher and facilitator with more than 4,000 hours of skills training both in education and universities, as well as in business and social settings.

Convinced that the combination of Creativity, Curiosity, Communication and Collaboration will change the world. Her purpose is linked to promoting talent and organizational well-being.



HR CONSULTANT

Rocío Prado

**Degree in Business Administration and Management,
specialising in International Trade and Marketing.**

Since 2021 she has reinvented herself in the exciting world of Executive Coaching and Personal Branding, focusing on the area of career orientation, employability and skills development. Currently, she works as a people and talent consultant, developing coaching processes for both teenagers and adults and, especially, in the world of dramatic arts.

Her purpose is focused on helping people to find their true vocation and discover their talents to chase their professional dreams, that is the key to get positive impact in their well-being.



CONSULTANT

Julia Ollero

Clinical Psychologist and Workplace Wellness Consultant. Enthusiastic about soft skills training, which she combines with her knowledge in emotional management.

Julia has experience in working environments with employees from diverse cultures (New York, Bilbao, Barcelona and Seville) and needs (mental health unit; prison; outpatient clinics). This gave her the ability to adapt training and care to the needs of each individual within a team.

She has developed her professional career as a manager trainer and leader of a team in charge of well-being at work (BH Bienestar, Barcelona) implemented in an international telecommunications company, as well as evaluation, diagnosis and psychological assistance of different profiles in English and Spanish. She is currently dedicated to trainings at the workplace, both at individual and group level, and to psychological assistance in a multidisciplinary clinical environment.



CONSULTORA

Sandra Fano

Journalist and Coach. Her great passion is communication. She has 25 years of experience, which began in media such as RNE, Antena 3 Radio, La Voz de Asturias, and the management of RTV Los Barrios.

Her transition to corporate communication began at the Cádiz Provincial Council, passing through the Cadiz Free Zone Consortium or the Government Subdelegation in Cádiz. In the private sector, she has developed consulting projects implementing communication plans. In addition to providing training to executives on “how to speak in public” and “solving conflicts through communication and emotional management”.

She is also an expert in the world of Gastronomy with a Master’s in Innovation and Gastronomic Culture from the University of Cádiz. She has 5 years of experience in managing hospitality establishments, which has led her to have an in-depth understanding of the main issues faced by teams in this area.



The members of the Grupo Abastare team are professionals with a **great human and intellectual quality**, focused on the **personalized attention** of their clients.

In addition, they are characterized by:



High **MOTIVATION** in everything they do.

The **PASSION** they put into the work they do.

CONTINUOUS LEARNING to adapt quickly to the constant changes and uncertainty of the world in which we live.

CREATIVITY and the ability to make innovative proposals that respond to the needs of its clients.



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OUR SERVICES

- » Selection and evaluation
- » Training and development
- » Transformational processes
- » HR Consulting
- » Equality plans
- » Accompaniment in the Healthy Company certification



Selection and assessment

We are specialists in the **evaluation and selection by competencies** for all organizational levels, allowing us to know the capacities of those evaluated, detect talent and needs for improvement, and adjust the profiles to the jobs required in each organization.





Training and development

We provide extensive experience in the **design, management and execution of training projects** focused on the development of skills and abilities of the people who make up the organization , as well as the development and internalization of its values.

We have extensive experience in top-level management teams, middle managers and technical profiles.

We have a team of **professional trainers** supported by extensive experience in several public and private entities.

Our innovative **experiential methodology** allows participants to become aware of how they develop their work, what potential they have and what attitudes they show in their interpersonal relationships. It is from there when the transformational learning capable of generating new habits takes place.

This methodology makes us **one of the leading companies** in this area.





Transformational processes

Through our individual and group coaching and mentoring services, we achieve excellent results in the personal and professional progress of people. We facilitate **accompaniment in growth processes**, working on self-knowledge as the cornerstone from which people's development starts.

We carry out these processes at all organizational levels, endorsing more than 12 years of experience in the application of scientific research to the field of organizational development.





Coaching for teens / young people

Adolescence is a time of transformation, when we also have to face the first most important decision of our lives: What would we like to do professionally? What is our greatest talent?

Coaching focused on professional orientation is a process of accompaniment in which we work with powerful questions that allow us to:

- » Discover talents and capabilities.
- » Identify the different work alternatives that are aligned with what makes you feel happy and your own values.
- » Discover your vocation with clarity.
- » Avoid frustration and stop feeling disoriented.
- » Increase our self-knowledge.
- » Reinvent ourselves professionally if we feel unsatisfied with what we are currently studying or working in.

The professional area is fundamental for personal fulfilment, as it helps you to balance other areas of your life. It also helps us to feel useful and to face new challenges.



»» HR Consulting

We provide human resources consulting services by implementing solutions that favor the improvement of **organizational competitiveness**.

Based on a diagnosis of the situation, we apply adequate tools for the management of human talent that positively affect the psychological well-being of the professional and their quality of life, thereby improving **business productivity**.



Services within this area:

- » Organizational structure design (organization chart and Job Description).
- » Competency evaluations.
- » Change management.
- » Consultancy of communication processes.
- » Diagnosis and improvement of the work environment.
- » Implementation of the HR management model by competencies.
- » Performance evaluation.
- » Design and management of training plans.
- » Organizational development.
- » Definition of organizational culture.
- » Human resources outsourcing.

»» Mental Health and Well-being in Companies

Mental Health problems have a negative impact over cognitive, emotional, behavioral and social functions of the person that suffers it, both in the personal and professional areas. Some of the main consequences are: less productivity and a decrease in performance, lack of creativity and motivation, less sense of belonging.

According to the World Health Organization (WHO), mental health problems represent one of the main reasons for absence from work globally, with significant annual growth. Currently, it is estimated that the economic cost associated with absences due to mental health problems, in terms of productivity, amounts to 1 trillion euros per year for the world economy.

To enable companies to develop measures to improve the health and well-being of their employees, we offer the following intervention programs:

- » Healthy leadership.
- » Emotional management tools.
- » Stress management in adverse situations.
- » Conflict management to promote healthy environments.
- » Communicating in healthy environments: Active listening, assertiveness and empathy.
- » Organizational Wellness Programs.



»» Equality plans

Equality between women and men in employment is one of the challenges that society still faces today.

To move forward, the involvement of companies is necessary, that there is a business culture in which equality between strategic and management objectives is articulated. Betting on **equality** is **optimizing resources and managing the wealth that diversity brings**.

Equality Plans are the fundamental tool for incorporating equal opportunities between women and men in companies. From Grupo Abastare we offer technical assistance for the implementation of the Equality Plan through a team of professionals specializing in gender and equal opportunities.



Our clients have
guaranteed the
return on the investment
made through:

- » **Professionals better trained** in communication skills, teamwork, delegation...
- » Managers and middle managers with **greater leadership capacity.**
- » **More cohesive teams** that have developed a high capacity for cooperation and high levels of interpersonal communication.
- » **Processes improved and developed** in less time and with higher quality.
- » **Integration and internalization** of organizational values in each and every one of the employees and their visible manifestation.
- » **Improvement in decision-making**, taking as reference success stories from the experiential background of our team of consultants.
- » **Development of a global vision of the organization** to assess changes and implement new procedures.





Team building and RSC events

The changes in archetypes that companies are currently facing, make it necessary to create processes that serve to motivate employees, boost their confidence in the company and make them feel part of the corporate culture, something that will undoubtedly bring great benefits for both, the company and the employee.

Abastare has consolidated experience developing events in line with the CSR of the organization, contributing to generate positive impacts on the community, workers and the environment.

Team Building helps to strengthen the union between the people who make up a team, breaking, even partially, with the invisible barrier that implies the formality of the work environment, promoting group cohesion of people from the emotional point of view, improving relationships, problem solving and decision making.

The advantages of this type of dynamic are multiple and have a direct impact on companies:

- » It encourages healthy competition.
- » It fuels innovation.
- » It empowers employees.
- » It increases autonomy.



4

OUR TRAJECTORY

GRUPO ABASTARE emerged in 2010 from the hand of Carmen Prado and Ana Del Pino. Both decided to undertake a new business adventure towards their true vocation: human capital in organizations.

An adventure full of enthusiasm and passion, which overcame all those adversities that they encountered at the beginning of the road.

Main milestones of Abastare Group

2010 - 2015

2010

Cartuja 93: Organization of the Seminar on the **Preparation of Equality Plans** for Cartuja 93 with international experts on equality.

2012

FECYT qualifies Grupo Abastare as an **example of promotion of innovative culture** by the creation of “Enterprising Training Game”, an application for online training of skills and abilities.

2014

Grupo Abastare successfully developed the **“Create your Company” project**, through Seville City Council, to raise awareness of entrepreneurship among young people.

2011

First project to **redefine health values from Emotional Intelligence**, for the Hospital de Valme.

Campaign to promote and internalize the values of the Strategic Plan exposed by the Andalusian Department of Equality, Health and Social Policies.

2013

Application of the **learning by doing** methodology to increase the quality of the service in establishments in the hotel sector.



Main milestones of Abastare Group

2016 - 2020

2016

First European project: WE RUN.

Participation with specific training to promote entrepreneurship among rural women helping to avoid social problems and facilitating their access to the labor market.

2018

Execution of **evaluation and organizational redesign projects** in companies of the food industry.

First international project

concerning management development for a North American company.

2020

Transformation of the face-to-face format of training and the **development of competencies in the 100% virtual format.**

2015

Andalusian Department of the Environment and Spatial Planning: Development of the training action, **“Conflict Management and how to write reports and complaints”**, for the entire group of Environmental Agents.

2017

First training project carried out in English,

training commercial skills for MP Ascensores through face-to-face sessions and development of practical cases and role playing.

2020

Beginning of the training and the development of competences in **virtual format 100%.**



Main milestones of Abastare Group

2020 - 2023

2020

Introduction in the pharmaceutical sector by the hand of one of the first cooperatives nationwide.

Training of people in positions of customer service operators and definition and establishment of procedures.

2021

We started working with South America.

Competency development project for the largest bank and leading provider of integrated financial services in Peru.

2023

Development of the **first leadership video game** focused on developing these competencies for managers and leaders.

2020

Creation of 100% **virtual team building and group events** to unite teams and avoid the damage of social isolation.

2020

Preparation of **Equality Plans** for the leisure and social sports sector.

2022

Introduction to the **sporting world** developing skills for a top level club



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RELEVANT PROJECTS AND CLIENTS

For GRUPO ABASTARE the most important thing is **satisfaction of our customers.**

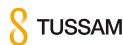
For this reason, we are committed and strive every day to offer you a **work of excellence** with which to achieve your **goals** and exceed your **expectations**

Furthermore, from GRUPO ABASTARE we offer **personalized services** for each of our clients, seeking solutions and points of improvement that satisfy their needs in a world that is changing rapidly.

Our clients belong to **different sectors** such as:



Clients



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SUCCESSFUL CASES

We act, turning the present into **action plans** that will become **key results** for your organization.

Admiral Group

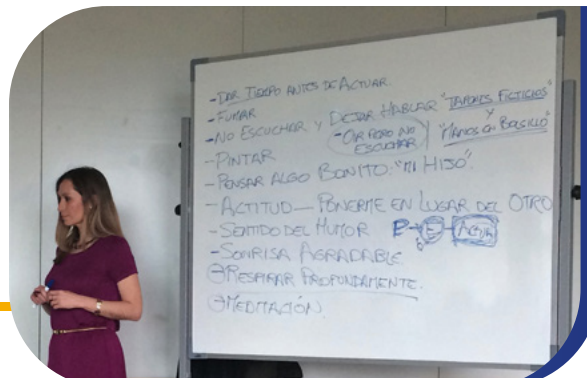
We had the opportunity to start our work in 2010 at Admiral Group, leader in the car insurance sector in the United Kingdom, from **Admiral Seguros**, the Spanish company headquartered in Seville.

Since then, many projects have been entrusted to **Grupo Abastare**, projects in which learning has been generated for both, and results that reward the unstoppable success and position of Admiral Seguros in the sector.

Among them, we would like to highlight the **competence development of its team leaders**, vital positions in this organization due to the growth it is experiencing, and which allow such growth to be sustained by effective capacities and management.

In addition, we have contributed to the **emotional training of their teams** to generate environments positive work.

We are proud to have Admiral Seguros among our clients, recognized as one of the “50 Best Workplaces Spain” consecutively since 2014.



CRISTIAN LAY

Cristian Lay

Grupo Abastare is proud to have contributed to the success of Cristian Lay. Cristian Lay belongs to an important group of companies, CL Grupo Industrial, which brings together sectors as diverse as jewelry manufacturing and marketing, cosmetics and personal hygiene, corrugated cardboard, piped gas distribution, renewable energy, fruit and horticultural sector, chemical sector, and the construction and maintenance of wind farms.

One of the projects developed for Cristian Lay in 2017 has been the **training of the management team** to successfully develop any public exhibition. Through different role playing in which constructive criticism and video recording have been key, the participants were aware, among others, of the **importance of corporate messages**, knowing the audience you are addressing and getting it right, or how to do questions and answer them in a presentation, before audiences that may be of more than 3000 people.

A fantastic experience in which we were aware of the **talent** that this great group possesses.



Scopely

Scopely, a leading national company in the creation and development of video games, has been chosen among the best companies to work for in Spain.

“An emotionally and psychologically healthy place to work”, according to Great Place to Work to which Abastare has been invited to contribute.

Working with the HR department, we have supported management teams in redefining the leadership model and the performance evaluation process, in order to help evaluators, establish effective and individualized action plans. These sessions allow us to work on interdepartmental communication, enhancing the critical spirit of the team members, so linked to creativity and key in an organization like Scopely.

We are looking forward to this new challenge and grateful for the trust they place in us.



SCOPELY



Atlantica Sustainable Infrastructure

Atlantica, Sustainable infrastructure company listed on Nasdaq, opened its doors to us in 2018. Atlantica manages a diversified portfolio of 25 assets, mainly in the renewable energy sector. It is also present in the sectors of transmission lines, efficient natural gas and desalination plants. The company operates in Spain, North America, South America and some EMEA countries.

We have had the privilege of contributing to the **successful development of several of its teams by enhancing the key competencies to achieve full professional development. Leadership, creativity, communication, persuasion, emotional management, motivation and effective time management** have been worked with several long-term programs.

These types of projects are very motivating because they provide both learning and an environment where feelings, perceptions and proposals for improvement are shared, which foster good relations in the team and the feeling of belonging and commitment to the company. And for us it is a great pleasure and a source of continuous learning.



Fundación Banco de Alimentos de Sevilla (BAS)

The Fundación Banco de Alimentos de Sevilla is a non-profit organization, based on volunteering that, since 1995, has as its objective the fight against food waste through the recovery of food surpluses suitable for human consumption, and with They cover the food needs of people in vulnerable situations in our environment.

Throughout its 25 years, the objectives of the Food Bank of Seville have evolved to achieve a food delivery based on a balanced, healthy and segmented diet, promote the socio-labor insertion of people in vulnerable situations and continue to raise awareness in the importance of the fight against waste, incorporating values such as sustainability and care for the environment.

At the beginning of the COVID-19 pandemic, we had the privilege of accompanying its management team to develop the path of leadership, addressing all those basic competencies to manage people effectively, and attending to the well-being and professional and personal growth of every one of them.

The objective was challenging: to accompany and energize in a new virtual face-to-face environment that was beginning to be part of our lives forever.

The impressive result: the training not only achieved the objective set, but acted as a space for communication and sharing, achieving even more unite the management team, and us with them. It was an experience that we will never forget in those first days of confinement and transition to a more digital, more virtual, less physical life ...



CTA: The 3 C's of the Organization

Corporación Tecnológica de Andalucía (CTA) is the strategic ally to innovate. Founded in 2005, with the impulse of the Junta de Andalucía, it is a private foundation for the promotion of innovation.

During 2020 we had the opportunity to train their employees to communicate properly and be able to give feedback, generating healthy habits in the team and obtaining greater results. With the Program “The 3 C's of the Organization: Communication, Trust and Commitment” we were able to answer questions such as: Is the quality of our communication affecting the results of our organization? What resources do we use to connect with our receiver? How can we build more trust through our messages? What benefits can feedback have as a motivator? How can we positively influence the team through our communication? Or how profitable is our communication style?

CTA 15 AÑOS



Virtual events

At the end of the year, and to address the emotional damage that confinement and social isolation caused to the work teams, we were able to organize a virtual event together with our partner, the restaurant “La Azotea”.

In coordination with their chef, we had the opportunity to enter the kitchens of each of our clients’ workers, to help them prepare an exquisite menu that they would later share at their tables with their families. The result was amazing, beyond the typical Christmas meal, this activity surprised them and made them enjoy a lot, focusing on the most necessary thing that we have been missing this year: social contact.



“Daily interaction with individuals in the world gives you a sense of belonging and security that comes from feeling part of, or having access to, a larger community and network. Social isolation destroys that network “

Stefan Hofmann, Professor of Psychology at the Univ. Of Boston.



Thank
you

The logo for 'abastare grupo' features a stylized lowercase 'a' composed of colorful geometric shapes (orange, green, blue, and grey) arranged in a circular pattern. To the right of the 'a', the word 'abastare' is written in a bold, white, sans-serif font. Below 'abastare', the word 'grupo' is written in a smaller, white, sans-serif font.

abastare
grupo

