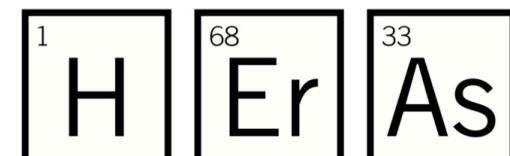


CHEMICALS

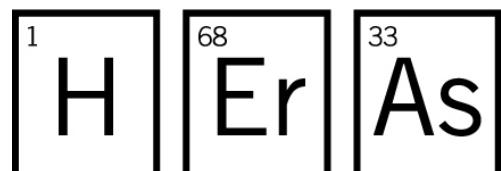
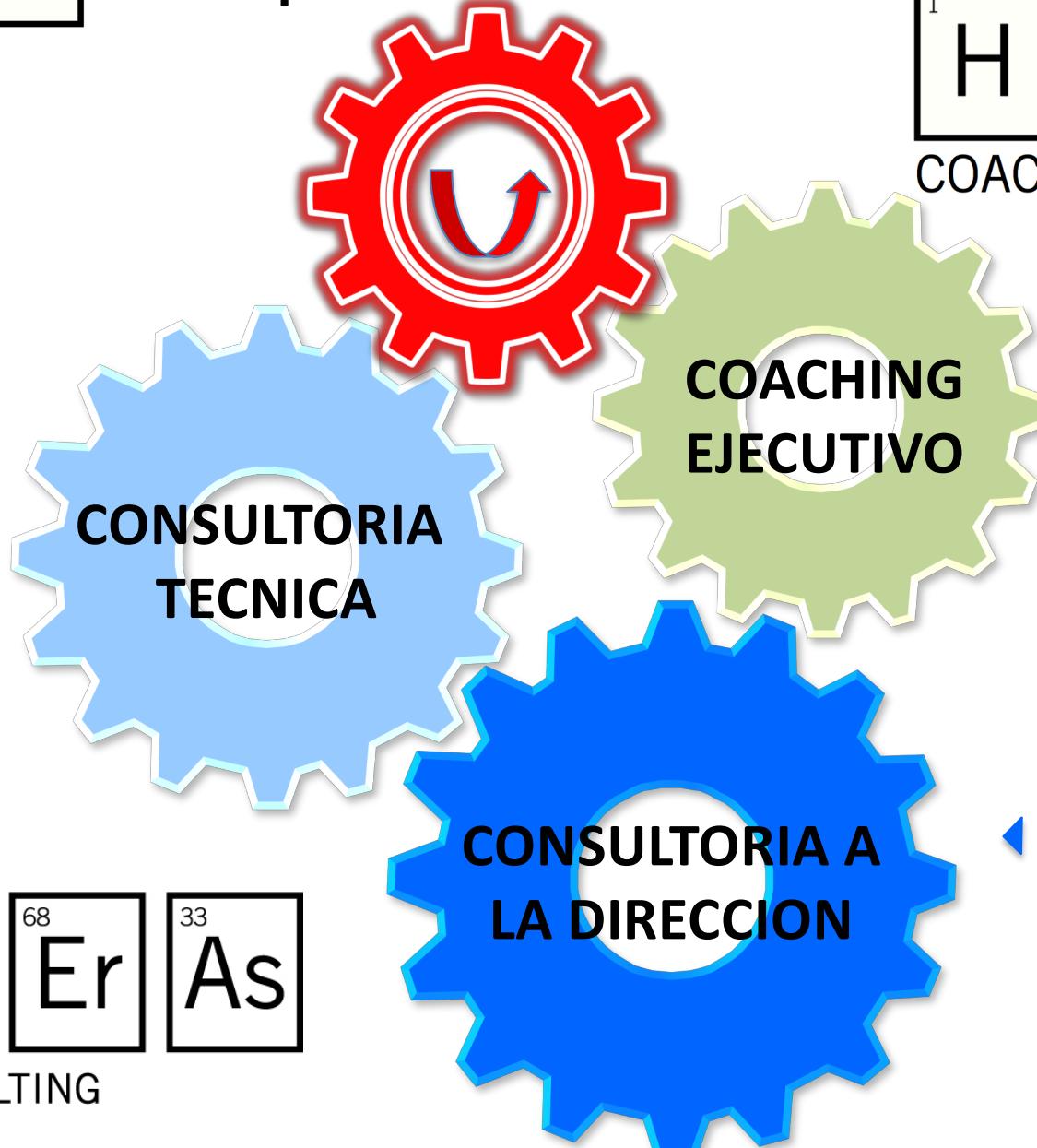
## Mejora Continua Búsqueda de la Excelencia



COACHING

- Coaching Ejecutivo
- Coaching Comercial
- Coaching de Equipos
- Coaching Político
- Coaching x Valores
- Análisis de liderazgo
- Mejora habilidades de liderazgo
- Gestión de equipos
- El Líder Coach
- Liderando en tiempos de crisis....

- Ingeniería
- Mejoras de Proceso
- Automatización
- Control de Proceso
- Innovación
- Auditorías de Seguridad, Higiene y Medioambiente
- ...



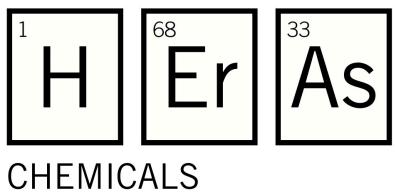
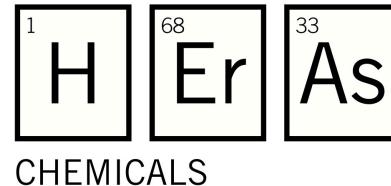
CONSULTING

Francisco Heras

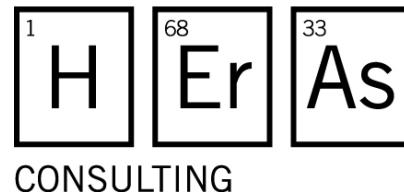
[f.heras@herascoaching.com](mailto:f.heras@herascoaching.com)

Tel.: 00 34 638 852 597

- Desarrollo organizacional
- Análisis de costes
- Análisis de Resultados
- Planes de Negocio
- Desarrollo de Estrategias
- Gestión del Cambio
- Interim Management
- Mentoring
- Auditor Interno ISO 9001:2015
- ...

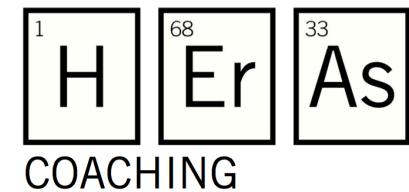


- Antimonio
- Trióxido de antimonio
- Plomo
- Aleaciones metálicas
- ....

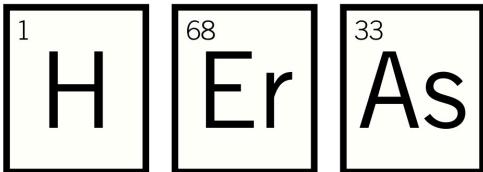


- Estrategia
- Apoyo a la ingeniería
- Apoyo a la mejora de proceso
- Apoyo a la automatización
- Apoyo a la innovación
- Auditorías de Salud, Seguridad y Medioambiente
- Mejora continua
- Auditor Internos ISO 9001:2015
- Mentoring
- ....

- Apoyo al desarrollo organizacional
- Análisis de costes y beneficios
- Análisis de resultados
- Desarrollo de planes de negocio
- Gestión del cambio
- Gestión de la innovación
- Desarrollo de nuevas estrategias
- Interim management
- Definición de indicadores de control KPI's
- Red Teaming
- .....

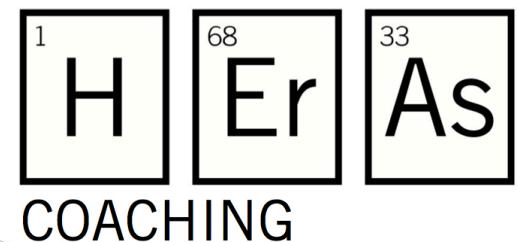


- Coaching de Equipos
- Coaching Comercial
- Coaching Ejecutivo
- Coaching Político
- Coaching x Valores
- Análisis de liderazgo
- Mejora habilidades de liderazgo
- Gestión de equipos
- El Líder Coach
- Equipos de Alto Rendimiento
- Liderando en tiempos de crisis.
- Conferencias



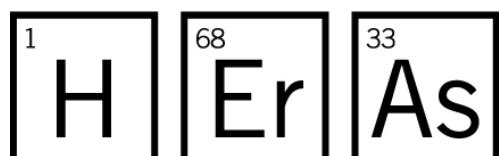
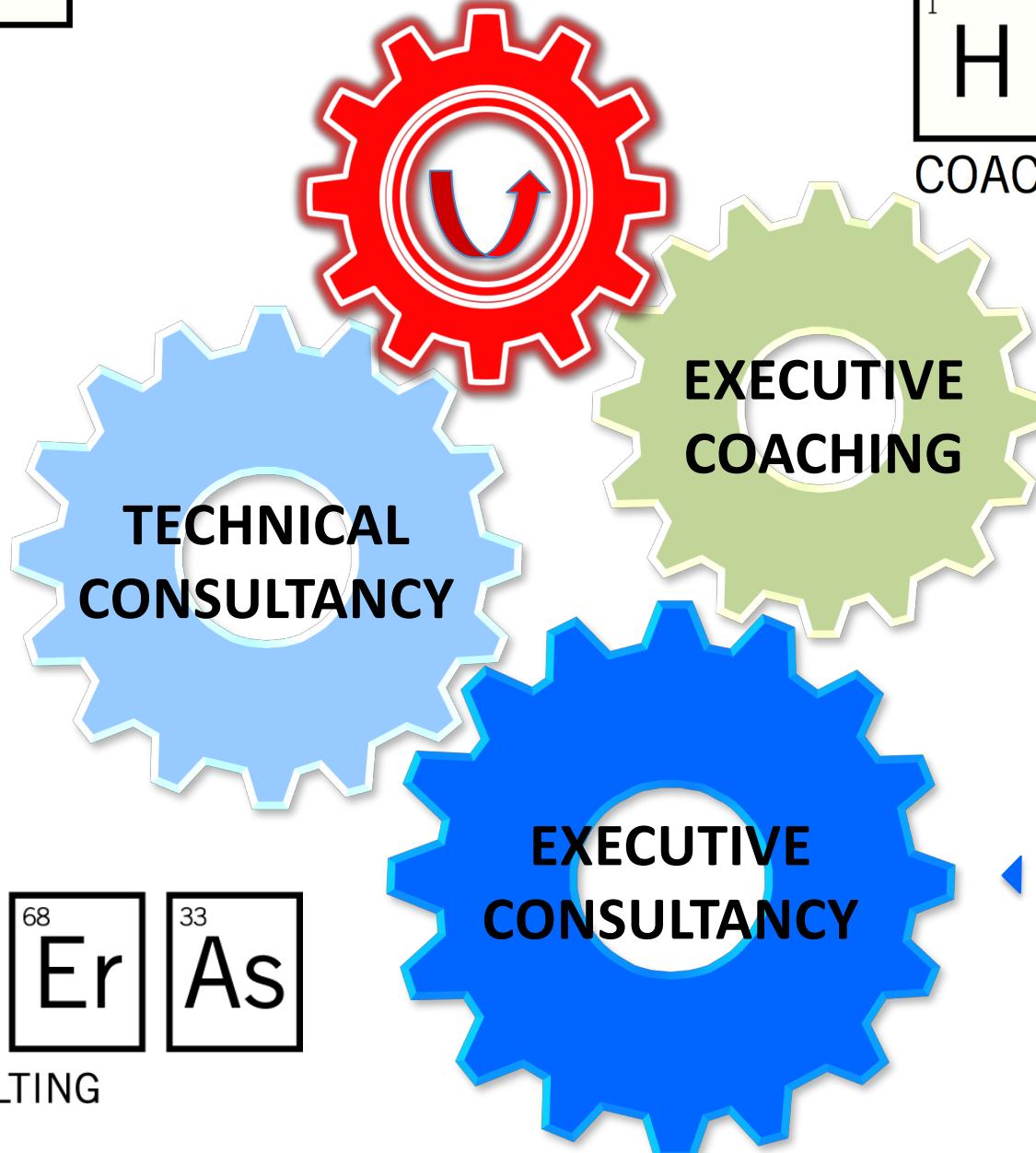
CHEMICALS

# Continuous Improvement To the Excellence

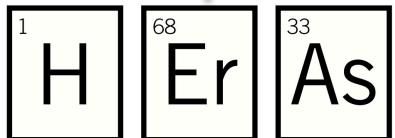
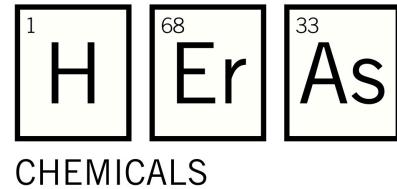


COACHING

Engineering  
Process Improvement  
Automation  
Process Control  
Innovation  
Safety, Health and  
Environment Audits  
...

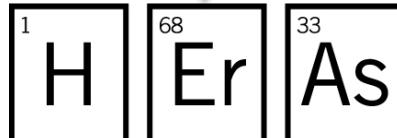


CONSULTING



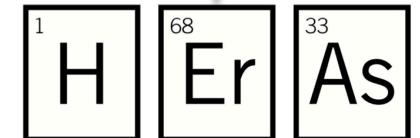
CHEMICALS

- Antimony
- Antimony trioxide
- Lead
- ....



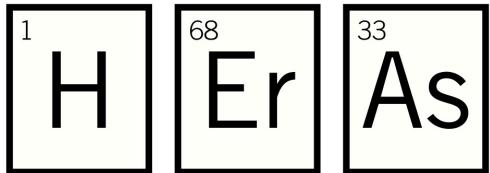
CONSULTING

- Support to Engineering
- Support to process improvement
- Support to process automation
- Support to process control
- Support to Innovation
- Health, Safety en Environment audits
- Continuous improvement
- ....
- Support to the organizational development
- Cost and profitability analysis
- Results analysis
- Business plan development
- Change management
- Innovaction management
- Development of new strategies
- Interim management
- Mentoring
- KPI's definition
- .....



COACHING

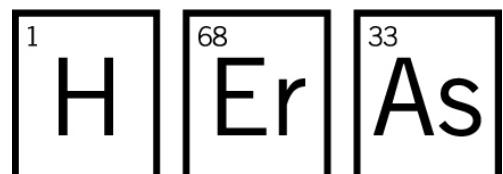
- Executive Coaching
- Commercial Coach
- Political Coach
- Leadership Analysis
- Improvement of Leadership skills
- Motivation
- Decisions making
- Improvement in active listening
- Respect and Trust
- Efficiency
- Team management
- The leader coach
- Leading in crisis time
- ....



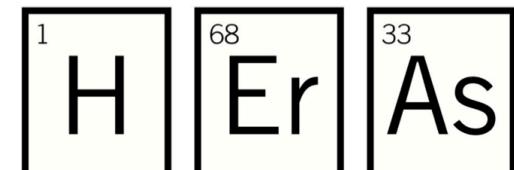
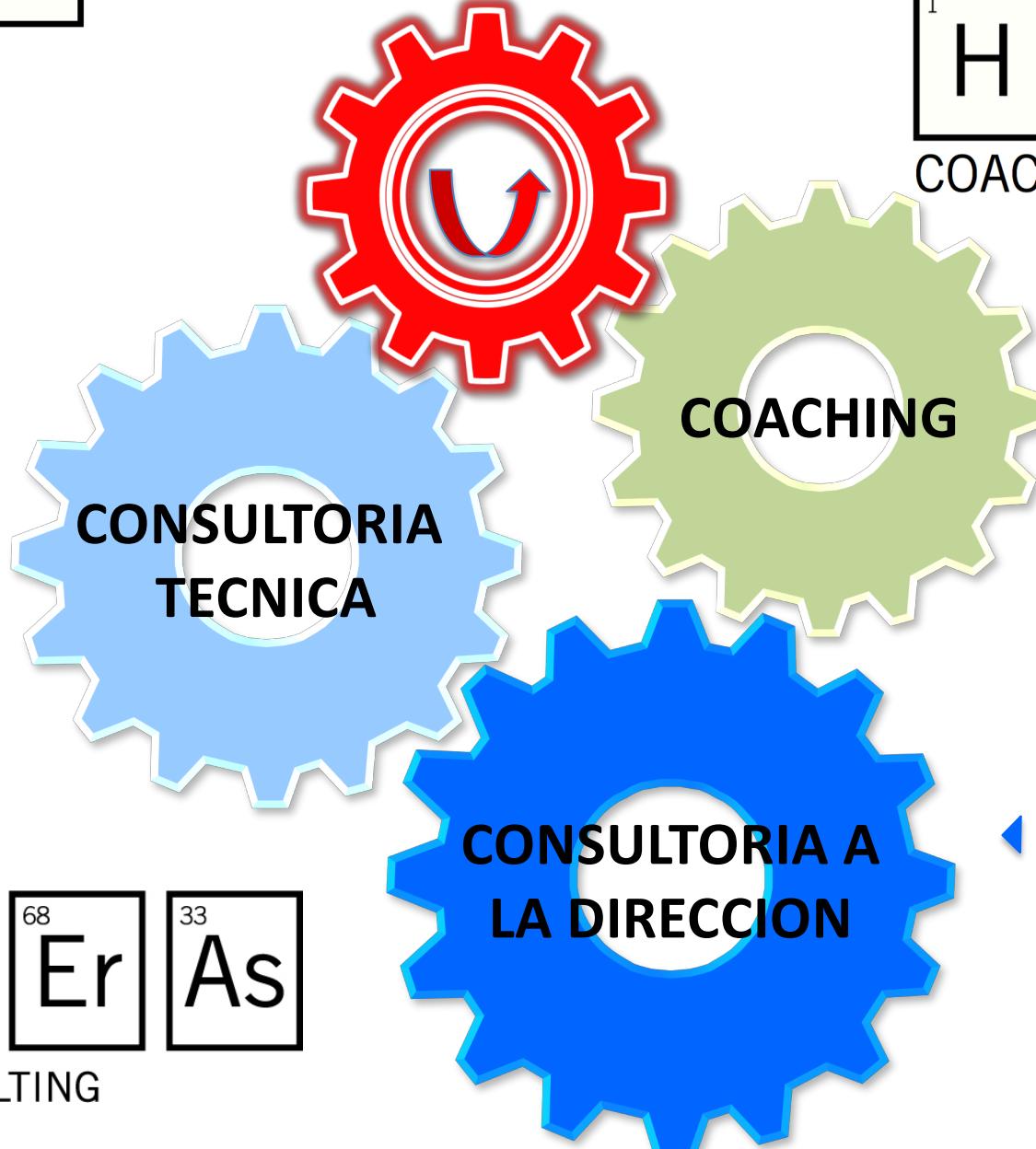
CHEMICALS

## Amélioration continue Recherche d'excellence

Ingénierie  
Améliorations de processus  
Automatisation  
Contrôle de processus  
L'innovation  
Audits Sécurité, Hygiène et Environnement  
...



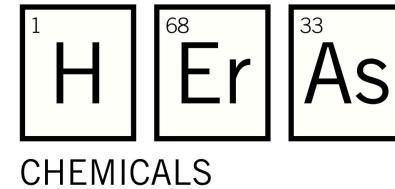
CONSULTING



COACHING

Coaching exécutif  
Coaching Commercial  
Coaching d'équipe  
Coaching politique  
Coaching x valeurs  
Analyse du leadership  
Améliorer les compétences en leadership  
Gestion d'équipe  
Le leader coach  
Leadership en temps de crise  
...

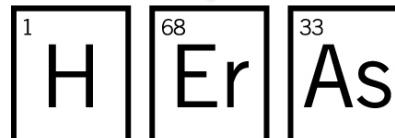
Développement organisationnel  
Analyse des coûts  
Analyse des résultats  
Plans d'affaires  
Développement de la stratégie  
Gestion du changement  
Management intérimaire  
Mentoring  
Auditeur interne ISO 9001: 2015...



CONSULTING

### **CONSULTATION TECHNIQUE**

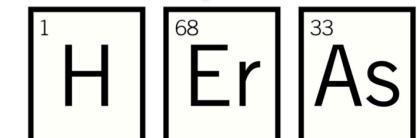
- Support technique
- Gestion des investissements
- Soutien à l'amélioration des processus
- Support d'automatisation
- Soutien à l'innovation
- Audits Santé, Sécurité et Environnement
- Plans de maintenance préventive
- L'innovation
- Plans de développement et amélioration continue
- ....



CONSULTING

### **CONSULTATION DE GESTION**

- Soutien au développement organisationnel
- Analyse des coûts
- Analyse des résultats
- Développement de business plans
- Gestion du changement
- Gestion de l'innovation
- Développement de nouvelles stratégies
- Gestion intérimaire
- Mentoring
- Définition des indicateurs de contrôle des KPI
- Auditeur interne ISO 9001: 2015
- .....



COACHING

### **COACHING**

- Accompagnement aux postes de pouvoir
- Coaching exécutif
- Coaching Commercial
- Coaching d'équipe
- Analyse du leadership
- Améliorer les compétences en leadership
- Le leader coach
- Développement de carrière
- Management d'équipe performant
- Diriger en temps de crise.
- Outplacement
- Gestion du changement
- ...