

Marta Santos Profile



Marta Santos has fifteen years' experience as an **Organizational Development** consultant. She worked for ten years in General Electric (GE) where she has been a main driver of GE's **Work-out** and **Change Acceleration Process (CAP)** which facilitated the corporate drive in implementing GE's new initiatives worldwide.

In 1995 Marta joined GE Corporate Leadership Development (CLD) in Crotonville, New York, as Program Manager Work-Out supporting GE businesses, Customers and Suppliers worldwide in their efforts to drive productivity and top line growth through Work-Out and the Change Acceleration Process. In 1997 She joined the European Corporate Leadership Development team where she was a key contributor in translating the US experience into GE's European businesses and their key customers, taking also responsibility on the launch of the **Six Sigma** programs, the **Integration of Newly acquired companies and Joint Ventures** (eg; GE Silicones-Bayer) and Customer Productivity initiatives.

As faculty member for **Work-Out and CAP**, Marta has trained over 500 coaches and facilitators who have become change agents in driving GE's corporate initiatives. She has also provided consulting and coaching to key GE customers on major company wide initiatives in Europe and South America and has organized and delivered Customer's CAP Workshops in the US, Europe and South America. Marta has also been a faculty member for **GE's Leadership Development Programs** (Lockwood's: "Management Skills for New Leaders") and an active member of GE Capital's Advanced Leadership and Facilitators Network (ALFN). Between December 1998 and October 2000 she was the Organisational Development Manager at the GE Capital GCF operation in France, GE Sovac.

Marta holds a Masters degree in Psychology from the Universidad Autonoma of Madrid (Spain) and has specialized in clinical and industrial psychology. She also holds a diploma in business applied psychology.

In November 2000 Marta became an independent consultant and founded her own company: T.O.P Development where she provides consulting and training on Change Management, Leadership, Coaching, Teams and Organisational Development. Some of her customers are: GE (Plastics, Capital, Power Systems), General Motors, Barclays Bank, La Compagnie Financiere Rotschild, Aventis, HP and Plan International, Price Waterhouse Coopers.

Marta is Spanish and provides her services in Spanish, French and English. She lives in Paris and enjoys sculpture and painting.

