

Vanessa Alfeiran Risso

Chief Human Resources Officer | Executive C-Level Consultant. Specialist in Mergers & Acquisitions (M&A) and Post-Merger Integration (PMI) Global HR Strategy / CHRO Mergers & Acquisitions (M&A) Post-Merger Integration (PMI) Corporate Due Diligence Cultural Transformation & Evolution Strategic Workforce Planning Labor Relations & Union Negotiations Organizational Design & Operational Efficiency Succession Planning & Executive Coaching LATAM Governance & Compliance.



KALTEX SERVICIOS Human Resources Director Mexico | January 2026 – Present.

Accountable for leading the end-to-end Capital Human strategy for a large-scale, multi-site industrial organization, driving organizational transformation, cultural evolution, and workforce cost optimization initiatives.

- **Cultural Transformation & Succession Frameworks:** Spearheaded the architectural design and execution of the "**Phoenix Project**" (Proyecto Ave Fénix), a corporate cultural shift and generational succession program tailored to prepare high-potential future leaders (25 young executives) while successfully transitioning legacy production operations under Lean Manufacturing methodologies.
- **Strategic Alignment:** Orchestrate executive leadership development initiatives and organizational structure redesign, precisely aligning critical talent capabilities with the industrial manufacturing group's regional expansion objectives.

SIKA 2016 – 2026 | Progressed through 3 executive leadership roles:

HR Manager LATAM North | 2022 – 2026.

Directed the Human Resources strategy across the Latin America North region, spanning 12 countries and managing the operational footprint of 25 industrial manufacturing plants (14 in Mexico, 4 in Colombia, 2 in Ecuador, alongside critical operational hubs in Guatemala, the Dominican Republic, Panama, Puerto Rico, and Venezuela), directly supporting a cross-border workforce of over 2,500 employees.

- **Financial Efficiency Hito (PMI):** Orchestrated institutional integration frameworks (unifying organizational structures, HR policies, and compensation models) aligned with corporate global standards, **delivering a 2% reduction in total personnel costs relative to sales within the first 6 months** of rollout.
- **Critical M&A Talent Retention:** Headed the HR function throughout the Due Diligence and Post-Merger Integration phases for 5 strategic acquisitions in Mexico and 1 in the Dominican Republic. Structured comprehensive retention strategies that secured business continuity, achieving an outstanding **98% retention rate of key executive leadership teams** within the acquired entities.
- **Risk Mitigation & Diligence:** Supervised and executed comprehensive labor, talent, and cultural compliance audits (HR Due Diligence) for a potential corporate acquisition in Costa Rica, mapping financial contingencies and providing the executive risk matrix to guide Board decision-making.
- **Global Succession Pipeline:** Designed and deployed a robust regional talent mapping system that heightened visibility for high-potential professionals and their developmental milestones; successfully placed a pipeline of young, developed leaders into **critical executive positions across both the Americas and Europe.**
- **Business Margin Optimization:** Restructured variable compensation and incentive models for the regional sales division, tightening alignment with commercial targets and driving a **vital recovery of profit margins** in underperforming countries.
- **Labor Strategy & Advisory:** Served as a Trusted Advisor to the regional executive leadership team on change management execution and established proactive cross-border labor relations models that preserved operational stability across diverse legal jurisdictions.

Professional Profile.

Global Human Resources Executive with a solid international track record steering talent strategy, cultural transformation, and labor relations across multinational corporations within the chemical, advanced manufacturing, pharmaceutical, logistics, and consumer goods industries. Highly specialized in end-to-end Mergers & Acquisitions (M&A) management, from initial Due Diligence through to Post-Merger Integration (PMI); with a proven ability to align organizational structures, compensation frameworks, and corporate governance models across complex, multi-site environments throughout Latin America.

Served as a key strategic partner and advisor to Boards of Directors and Executive Committees, utilizing a strong background in finance and public accounting to ensure people strategies directly optimize bottom-line performance and organizational profitability.

- **Headcount Optimization:** Piloted a corporate restructuring initiative that optimized the Mexican workforce by 7%, leveraging strategic international mobility and early retirement frameworks to hit organizational targets while protecting workplace climate and operational continuity.

HR Manager Mexico & Caribbean | 2018 – 2022.

Governed HR operations and talent strategy across 7 countries within the sub-region.

- **Labor Stability:** Cultivated mutual collaboration frameworks with regional labor unions, leading collective bargaining agreement negotiations that yielded absolute operational continuity and **0 collective labor disputes or strikes** throughout the tenure.
- **Organizational Development:** Reinforced institutional capabilities through the systematic deployment of leadership development programs and structured Succession Planning Readiness evaluations.
- **Diversity, Equity, and Inclusion (DEI) Impact:** Masterminded a comprehensive DEI strategy that accelerated female talent acquisition from 22% to 28%, achieved full gender pay equity, amplified female participation in executive development initiatives from 15% to 33%, and realized **40% female representation across senior management positions**.

HR Manager Mexico | 2016 – 2018.

Led a deep organizational turnaround of the Human Resources department in Mexico, successfully elevating the function into a highly collaborative, strategic business partner.

- **Measurable Cultural Evolution:** Re-engineered and executed a cultural shift toward an employee-centric, collaborative workspace model. Deployed the 2018 organizational climate assessment, securing a historic **86% average employee satisfaction rating** across all countries under management.
- **Compensation Architecture:** Designed and launched variable compensation programs tied tightly to commercial and operational metrics, directly maximizing the return on investment (ROI) of total payroll expenditure.
- **Seamless Integration:** Orchestrated the end-to-end corporate acquisition and operational integration of Alkoat in Mexico, mitigating change management friction and assimilating administrative and operational staff with 0 labor liabilities or disruptions.

HAMBURG SÜD HR Manager | 2010 – 2016.

- **High-Impact M&A / PMI:** Commanded cultural and corporate integration strategies following the large-scale acquisition of CSAV. Deployed critical talent retention and leadership alignment initiatives that ensured a seamless organizational transition, yielding a **100% retention rate of business-critical talent**.
- Designed and structured formal succession planning and high-potential development initiatives, ensuring a sustainable internal pipeline for executive promotions.

Early Career.

- **TEVA PHARMACEUTICALS | Labor Relations Manager** (2008 – 2009)
- **CEGELEC MÉXICO | HR Manager** (2007 – 2008)
- **QUALTIA ALIMENTOS | HR Manager Central Region & Mexico Valley / HR Coordinator** (2001 – 2005)

Education.

Bachelor's Degree in Public Accounting. ITESM. 1994 – 1998.

Professional Development & Certifications.

Train the Trainer Certification.

Competency-Based Interviewing Certification.

Effective Negotiation Specialization.

Executive Leadership & Mentoring Program.

Languages.

Spanish: Native proficiency.

English: Fluent / Full Professional Executive Proficiency.