

Carlos Marin

SENIOR EXECUTIVE COACH

Areas of Expertise

- Strategic Executive Coaching®
- Executive Team Performance Coaching
- Organizational Development
- Leadership Development
- Large scale organizational multi-rater feedback systems design, implementation and results measurement

Clients

- American Express (Worldwide)
- Motorola (Mexico, Latin America)
- Coca Cola (USA, Mexico, Latin America, Europe)
- Nortel (Canada, Mexico)
- Oracle (Mexico, Spain, Portugal)
- Commercial Union Insurance (Spain)
- Pfizer (Mexico, Brazil, Argentina)
- C.A.S.A. Construcciones Aeronáuticas (Spain)
- Price Waterhouse & Coopers (Spain)
- Qualcomm (USA, Mexico)
- ENDESA (Spain)
- Telefónica, S.A. (Spain)
- Ericsson S.A. (Spain)
- Instituto Tecnológico de Monterrey (Mexico)
- Eastman Kodak (USA, Spain)
- Siemens (Spain)
- Ernest & Young (Spain)
- SAP (Mexico)
- KPMG (USA, Brazil, Central America)
- Sun Microsystems (Mexico, Argentina, Brazil)
- Lever Faberge (Spain)
- Unilever (Mexico)
- McKinsey & Company (USA, Germany, Spain)
- Warner Lambert (Mexico)
- Merck, Sharp & Dohme (USA, Europe, Latin America, Middle East, Africa, Caribbean)
- MGM (Las Vegas, NV)



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Nonprofit Organizations

- CARE International
- United Way, Father Joe's Villages (San Diego, California)

Level/Type

- CEO, EVP, SVP, Director

Biographical Information

Carlos Marin has vast international, multi-cultural experience as an organizational, management, and leadership development educator and consultant. With 25 years of experience in the field of executive development, Carlos has a well established record as an international executive coach and advisor. He has specialized in helping leaders and their organizations in diverse cultural and international settings achieve measurable and sustained positive leadership behavior changes.

Carlos's experience includes:

- Vice President of the Human Development Training Institute, a national educational training and publishing company based in San Diego that specializes in educational leadership training and development.
- Chancellor of National University, San Diego California International Campus in San Jose, Costa Rica, where a fully accredited graduate program in business administration (MBA) is offered in several international business specialties.
- Principal in the firm Keilty, Goldsmith and Company for 12 years.

Carlos has master's degrees in counseling and educational psychology from Michigan State University and post-graduate studies in organizational and leadership development from the University of Michigan.

His related published work includes: *Mejora Estratégica del Desempeño*. Carlos E. Marín P. & José Manuel García R., Sánchez Impresores, México, 2004.

Contributing author in the following books: *Coaching for Leadership: How the World's Greatest Coaches Help Leaders Learn* by Marshall Goldsmith, Laurence Lyons, Alyssa Freas. Jossey-Bass, May, 2000.

Learning Journeys: Top Management Experts Share Hard-Earned Lessons on Becoming Great Mentors and Leaders edited by Marshall Goldsmith, et al.