

# Nuria Chinchilla

**Professor, IESE Business School. Executive Consultant. Events Speaker.  
Author of various books and case studies.**

Wife and mother, **Nuria Chinchilla** has a PhD in Economics and Business Studies from the University of Navarra, a law degree from the University of Barcelona, an MBA and a PhD from IESE Business School. She started her career at IESE in 1984. She is a consultant to a wide range of companies and a member on the boards of various organizations. She is a member of *Top Ten Management* in Spain, as well as many other professional associations and academies, including being a member of the Awards Panel for the *Fundació Bufí y*



*Planas*; on the board of the *Fundación Alares*, on the Awards Panel for the *Fundación Privada M<sup>a</sup> Teresa Rodó*, the VIP Advisory Board of the EPWN, the VIP Advisory Board of Women International Networking (WIN), the Womenalia, and the Awards Panel for *Capital Magazine*. She is also a member of CEDE (Association of Spanish Directors), APDO (Spanish Association of Professionals in Organizational Development), EWMD (European Network for Women in Management Development), AEDIPE (Spanish Association of Personnel Directors), and she is Academic Mentor to the Women in Business Club at IESE.

She is also on the following boards and committees: ONU, Council of Experts for the *Generalitat de Catalunya* (2004), Business Digest Scientific Committee, Honorary Committee Manager Business Forum in Spain, Editorial Board of “Nueva Empresa” magazine, the Economic and Social Council of the International University of Cataluña (UIC), The Board of Catalan EFAS, the Advisory Board of the *Fundación + Familia*, the Advisory Board of the social and political studies magazine “Dialecs”, the Advisory Board of the [Quality Assurance Agency for the University System in Castilla y León](#) (ACSUCYL), the Editorial Board of the

magazine "Executive Excellence" (5 Días), Honorary Sponsorship Committee Member of "The Family Watch", Honorary Member of "Fundación Independiente", a member of the National Commission for the Rationalization of the Spanish timetable, and founding member of ARHOE (The Association for the Rationalization of Spanish timetables), as well as the Observatory of the Flexible Company.

Doctor Chinchilla advises regional and state governments all over the world. Some of her publications are: "Guide of Good Practices for the Flexible Company" (2004-2007, 2009), and the "Guide for Equal Opportunities for men and women in companies" (2005 and 2007). Distinguished expert on Work Balance for the United Nations.

The areas she specializes in are work-life balance, coaching, professional careers, time management, interpersonal conflicts, organizational change and development, executive committees, family-responsible companies and leadership.

This year, she has being recognized as one of the "100 Spanish women of the 21st century". She has received many awards including: the FEDEPE prize for Woman Manager of the year in 2001, "Most Valuable Speaker 2007" from the Interban Network, the Women Manager award in the category of Work-Life Balance in 2008 from the magazine "Estrategia Directiva", the ALMUR and ASEM Gold Award from the Women's Company Association for her continuing work to support Work-Life balance, as well as the "Fundación Alares" award to her outstanding professional, research and educational trajectory.

In 2008 Professor Jeffrey Pfeffer from Stanford University wrote a study case about her that is given in his course "Power & Influence": Nuria Chinchilla: The Power to Change Workplaces

## Curriculum Vitae

- Professor in “Managing People in Organizations” Department, and Director of the International Center for Work and Family, at IESE Business School (University of Navarra).
- Director of the Doctoral Thesis, ““Evaluación de Programas Públicos”” written by García Lombardía, P., 1997.
- Director of the Doctoral Thesis “C.E.O. Succession and leadership: Conceptualization of the relationship between presuccession and postsuccession organizational performance” written by Ma. Victoria Q. Caparas, 1999.
- President of Acción para la Democracia([www.accioperlademocracia.org](http://www.accioperlademocracia.org))
- Frequent lecturer at companies, international conferences of European, American and African universities.
- Visiting Professor at Business Schools such as IPADE in Mexico, ISE in Brazil, INALDE in Colombia, IDE in Ecuador, PAD in Perú, ESE in Chile, IAE in Argentina, IEEM in Uruguay, Lagos Business School in Nigeria, Strathmore University in Kenya, Trinity College in Dublin, and AESE in Portugal amongst others.
- Since 1999, Professor Chinchilla and her research team from the International Center for Work and Family at IESE, carried out a study called IFREI (International Family-Responsible Employer Index), regarding the degree of implementation of family responsible policies and culture in different companies and sectors. On the center’s website ([www.iese.edu/icwf](http://www.iese.edu/icwf)) you can carry out the free self-diagnosis.
- President and Founder of the company NCH & Partners: developing people and organizations. ([www.nchpartners.com](http://www.nchpartners.com))

## Books

Nuria has also written the prologue for a number of books, and has been the author of numerous case studies and technical notes, as well as author or coauthor of the books listed below:

- **Balancing Work and Family**, with Mireia Las Heras and Aline D. Masuda (2010)
- **Senhores do Nosso Destino**, with Maruja Moragas (Aletheia, 2009)
- **Masters of our destiny**, with Maruja Moragas (Eunsa, 2008)
- **Dueños de nuestro destino: Cómo conciliar la vida profesional, familiar y personal**, with Maruja Moragas (Ariel, 2007)
- **Ser una empresa familiarmente responsable: ¿Lujo o necesidad?** (Pearson Prentice Hall, 2006)
- **La ambición femenina: cómo re-conciliar trabajo y familia**, with Consuelo León (Aguilar, 2004)
- **Female ambition: how to reconcile work and family**, with Consuelo León (Palgrave, 2005)
- **La conciliación de la vida laboral, familiar i personal** with Steven Poelmans (Pla Estratègic Metropolità de Barcelona, 2004)
- **Dos profesiones y una familia** (Generalitat de Catalunya, 2003)
- **Les millors pràctiques de conciliació treball-família a l'empresa** with Consuelo León (Generalitat de Catalunya, 2003)
- **Criterios de decisión en los procesos de selección en España ¿Se discrimina a la mujer?** (Fundación ADECCO, 2003)
- **Paradigmas del Liderazgo** (McGraw-Hill, 2002) vv.aa.
- **Emprendiendo en femenino: ¿Empresarias o directivas?** with Anna Mercadé and Pilar García (Gestión 2000, 1998)
- **Rotación de Directivos** (Gestión 2000, 1996), winner of the EADA Prize.
- **La Mujer y su Éxito**, with Juan Antonio Pérez López (Eunsa, 1995)

**Editor of:**

- **Liderazgo y Ética en la Dirección de Empresas** (Deusto, 1998)

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