

## Nuria Chinchilla

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

**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 studied at Harvard Business School and Stanford Graduate School of Management. She started her career as a Professor 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 Plana* and *Barcelona Empresa Innovadora*; on the Board of Directors of Rural Family Schools of Catalonia, on the Awards Panel for the *Fundación Privada M<sup>a</sup> Teresa Rodó*, the VIP Advisory Board of the EPWN European Professional Women's Network, and of Women International Networking (WIN) of Womenalia. 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), founder and President of the IESE Women's Lobby and Academic Mentor to the Women in Business Club at IESE.



She is also on the following boards and committees: UN, 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, Editorial Board of Ariel Empresa; the Economic and Social Council of the International University of Cataluña (UIC), The Board of Catalan EFAS, the Board of IWF Spain, 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), the Advisory Board of AED Catalonia, Honorary Sponsorship Committee Member of "The Family Watch", Honorary Member of "Fundación Independiente", member of the Advisory Board of the Government of the Generalitat for the Reforma Horaria, member of the Advisory Board of "fem.talent", 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 schedules), 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 Life Balance for the United Nations.

She is driving force of the feminine leadership in companies and society. Pioneering in promoting networking between women through different events such as MDir in Madrid, Women's lobby in Barcelona (both of them, monthly), she has participated in numerous national and international events. Nuria is Member of the GBRW (Global Board Ready Women).

She serves as Academic Director of different programs at IESE focused on women, such as: Women in Advisory Boards, Women and leadership, and Alumnae Breakfasts "Women in Power". The areas she specializes in are work-life balance, coaching, professional careers, time management, interpersonal conflicts, organizational change and development, executive committees, and competencies.

Spanish candidate to the CEDAW, UN 2012. In 2011, 2012 and 2013, she has been 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, and the AEDIPE Prize to the best article about work-life balance policies. She was named "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 2011 the IESE Alumni Association in Chile recognized her as "Valuable Professor". In 2014, the organization W.I.N. Conference, awards her with the "Global Inspiring Women Worldwide Award" for her outstanding contribution to inspiring women worldwide.

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

Her biography appears in the book "Celebrities of Catalonia 2010".

### **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).
- Former Chair of the Department of "Managing People in Organizations" (2000-2006) at IESE Business School (University of Navarra).
- President of Acción para la Democracia ([www.accioperlademocracia.org](http://www.accioperlademocracia.org))
- Vice-President of "Plataforma para la Familia Cataluña-ONU 2014"
- President of IESE Global Women's Forum (New York)
- Director of various Doctoral Thesis, such a "Evaluación de Programas Públicos" written by García Lombardía, P., 1997; "C.E.O. Succession and leadership: Conceptualization of the relationship between presuccession and postsuccession organizational performance" written by Ma. Victoria Q. Caparas, 1999.
- Frequent speaker at companies and international conferences at 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 of the International Center for Work and Family at IESE, carried out a study called IFREI (International Family-Responsibility Index), regarding the degree of implementation of corporate family policies in different companies and sectors.
- Founder and President of the consulting company NCH & Partners: developing people and organizations. ([www.nchpartners.com](http://www.nchpartners.com))
- Feature writer and member of tertulias at the different media.

### **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:

- **Хозяйба своей судьбы** (Biblioteca Online, 2015)
- Prologue in **Fundamentos de la Dirección de Empresas** (Ed. Rialp, 2006)
- Prologue in **El tiempo en un hilo** (Ed. Rialp, 2014)
- **Generare benessere tra famiglia e impresa** (2013), with Elena Macchioni
- **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)
- **Chapters and prologues of more than 20 books.**

Some relevant articles:

- *Inhibitors and Enablers in Women's Careers*, with Consuelo León, Elizabeth Torres y Miguel Angel Canela.
- *Women Entrepreneur in China in the XXI century. A different way of leadership or just Women?* With Julia Pérez-Cerezo.
- *Women in Business In The New Century: 7 Key Questions.*
- *Women and success. Men and Women: two different ways of being*

[www.iese.edu/icwf](http://www.iese.edu/icwf)  
[www.nuriachinchilla.com](http://www.nuriachinchilla.com)