



## Despina Mantesi

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DOB 28/06/76

### Profile Summary

Applied Psychology practitioner, combining an academic background & ongoing upskilling in Psychology with deep expertise in corporate HR and hands-on business experience, from multiple market sectors (banking, FMCG, pharmaceutical) and diverse roles (Generalist and Specialist, Line and Consulting).

### Professional Experience

#### **ORGANIZATION DEVELOPMENT FACILITATOR | HR EXPERT | CAREER COACH**

02/18 – to date

*Freelance practice, indicative services:*

- Acting as a Senior Organization Development/ HR Executive for Client organizations, supporting them in building people strategies conducive to emotional engagement.
- Employing behavioral science principles and practices to support individuals & teams be highly effective in what they set out to do.

*Key achievements:* Designing & delivering planned interventions, aiming at promoting individual & team effectiveness, resilience and growth.

#### **KORN FERRY HAY GROUP**

<https://www.kornferry.com/>

#### **PRINCIPAL**

11/16 – 01/18

*Key Accountabilities:*

- Provision of consulting services to Clients of various sectors (e.g. Industrial, Banking, Media, Education) on strategic HR themes including organization design, succession planning, talent & performance management.
- Project & account management, promotion of KFHG products

*Key achievements:* Review and re-design of the Performance Management philosophy of a major Bank, after extensive global benchmarking of the latest PM trends.

#### **KORRES S.A.**

<http://www.korres.com/>

#### **HEAD OF HUMAN RESOURCES**

10/14 – to date

*Key Accountabilities:*

- Responsible to set up and manage a strategic HR Department able to facilitate organizational performance.
- Fully accountable for KORRES HR strategy & performance, including the design of all HR systems, policies & practices i.e. talent management, compensation structure, organization development, culture & engagement, performance mgt.

*Key achievements:* Development of an HR team positioned to achieve operational excellence, while actively promoting a positive employee experience.

#### **BOEHRINGER INGELHEIM HELLAS**

<https://www.boehringer-ingelheim.com/>

#### **HR & DEVELOPMENT MANAGER**

11/11 – 08/14

*Key Accountabilities:*

- HR Business Partner for the Sales organization; providing HR advisory & expertise to business managers in order to promote business results.
- Responsible for the realization of the company's Talent Management Framework, incl. performance management, career & succession planning, employee development and compensation planning.

*Key achievements:* Active involvement in global HR projects in the areas of change management & organization development, incl. the local rollout of a new HRIS system as country project manager.

#### **EUROBANK EFG**

<https://www.eurobank.gr/online/home/index.aspx?lang=en>

*Key Accountabilities:*

- Responsible for the implementation of the Bank's new Developmental Planning Process, as well as sourcing & selection activities; responsible for a team of 3 S&D officers.
- Involvement in Management Development Projects, i.e. 360°

**SELECTION & DEVELOPMENT ASSISTANT MANAGER**

09/09-11/11

feedback and coaching of executives up to Senior Management Level.

*Key achievements:* design & successful realization of the Bank's Developmental Planning Process (infrastructure, upgrade of internal expertise, branding & promotion), incl. the Employee Development Microsite (structure & content).

**HR LINE ASSISTANT MANAGER**

06/06-09/09

*Key Accountabilities:*

- Provision of HR services to the Operations & Technology General Division (total population: 1.400+ employees).
- Acting as a liaison between the HR Specialist Dpts & the areas of responsibility.

*Key achievements:* Participation in strategic HR projects e.g. Employee Satisfaction Survey action planning, design of career paths, development of competency & skills dictionaries & employer branding initiatives.

**SENIOR RECRUITMENT OFFICER**

04/04-06/06

*Key Accountabilities:*

- High volume recruitment, assessment & selection of internal and external candidates.
- Acting as a Quality Coordinator for the Employment & Placements Department regarding its ISO Certification.

*Key achievements:* Successful realization of departmental infrastructure projects, i.e. design of Internal Selection procedure & development of assessment tools.

**HAYGROUP**

<http://www.haygroup.com/#>

**CONSULTANT**

02/02-03/04

*Key Accountabilities:*

- Development of HR systems & competency based applications for client organizations.
- Design & delivery of workshops of various themes (e.g. time mgt, teambuilding, goal setting, emotional intelligence, etc.).

*Key achievements:* Design of customized career pathing systems based on numerical comparisons of role-to-role fit.

**SHL HELLAS**

**HR CONSULTANT**

10/98-02/02

*Key Accountabilities:*

- Provision of consulting services, promotion of SHL products, project coordination & account management (indicative accounts: J&J Hellas, Bank of Cyprus, Hellenic Bank).
- Participation in recruitment, selection and executive assessment projects for client organizations.
- Design, implementation and coordination of Assessment & Development Centers.
- Design & delivery of training courses (occupational testing, interviewing and assessment/ development centers).

*Key achievements:* Creation of psychometric assessment tools, incl. ability tests, simulation exercises and 360° methodologies.

**Educational Background**

**ACADEMIC QUALIFICATIONS:**

**Occupational Psychology (M.Sc.)**

University of London (2000 – 2003)

**Psychology (B.Sc.)**

Panteion University (1995 – 2000)

**INDICATIVE PROFESSIONAL TRAINING:**

Certification in REB Therapy (in progress)

Diploma in Positive Psychology (2015)

Organization Development (2012)

Harvard Business Manage Mentor (2010)

Assessment & Development Centers (1999)

**ADDITIONAL SKILLS:**

English ●●●●●

French ●●●●●

MS Office ●●●●●

**Personal Interests**

Fitness, Craft & Custom Clothing, Cooking