

Pau BARADAD

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SUMMARY

Strategic Learning & Talent Development Leader with 15+ years of experience, driving programs that impacted 5,000+ employees across 12 countries. Proven success delivering performance-driven learning programs that boosted leadership readiness by 30% and reduced onboarding time by 25%.

Highly proficient in Talent Management, Succession Planning, Employee Lifecycle Optimization, and Global Engagement & Retention Strategies. Trusted advisor to C-level leaders, architecting and deploying AI-powered Learning & Development solutions (Articulate360, GPT-4o, Gemini) that scaled to 4,500 users across 12 countries.

Expert in instructional design, HR analytics, and compliance-focused eLearning, leveraging LMS and HRIS to support data-driven decision making and targeted learning solutions.

KEY SKILLS AND ACHIEVEMENTS

Talent and Performance Management

- **Talent Frameworks:** Crafted and implemented talent and succession frameworks that generated a 15% increase in diverse hiring and a 35% uplift in internal candidate progression.
- **Performance Coaching:** Developed tailored performance coaching and feedback systems to align employee growth with organizational goals.
- **Employee Lifecycle Optimization:** Revamped talent acquisition and performance management processes, increasing global retention by 15%, boosting engagement scores by 12% and achieving a 20% uplift in internal talent mobility.

Transformational Learning Initiatives

- **Global Learning Solutions:** Developed 10+ eLearning modules delivering 4,500 training hours with 85% completion rate, impacting 5,000+ professionals.
- **Digital Strategy & AI Integration:** Integrated AI analytics to cut content development time by 50%, saving €120K annually and boosting program efficiency by 40%.
- **Data-Driven Programs:** Developed and implemented data-based learning programs through in-deep TNA (training Needs Analysis) aligned with business objectives and regulatory requirements.

Global Program Leadership

- **Cross-Regional Projects:** Led large-scale, multinational projects such as compliance training for over 4,500 clinical trial sites across 35 countries and knowledge-sharing platforms that reduced training gaps by 25%.
- **Stakeholder Engagement:** Partnered effectively with global and regional executive stakeholders, managing performance plans and leadership initiatives across 12+ countries.
- **Multicultural Collaboration:** Designed cross-cultural collaboration programs (e.g., Cultural Dexterity Training spanning 4 continents) to foster global organizational excellence.

HR Analytics and Digital Transformation

- **Technology Integration:** Leveraged state-of-the-art LMS and HRIS technologies (Cornerstone, SuccessFactors, SAP HR, Workday) to streamline data collection and strategic decision-making.
- **AI Tools in HR:** Utilized advanced AI tools (Articulate360, Storyline, Murf, GPT-4o, Gemini 2.5Pro, etc.) to drive digital learning solutions and optimize performance outcomes.
- **Data-Driven Insights:** Applied HR analytics platforms (Power BI, Tableau) to continuously refine digital learning ecosystems and improve employee engagement metrics.

Change Management and Organizational Development

- **Organizational Transformation:** Implemented comprehensive change management processes during major transformations and acquisitions, ensuring seamless transitions.
- **HR Generalist Excellence:** Combined generalist HR expertise with strategic talent management, leading initiatives that enhanced leadership development and workforce planning.
- **Compliance & Innovation:** Directed end-to-end LMS operations and compliance quality processes while embedding innovative, culturally diverse learning approaches.

WORK EXPERIENCE

SENIOR MANAGER LEARNING and PERFORMANCE

Amgen Inc, Cambridge, UK | June 2022 – May 2025

- Partnered with Talent HR to identify and develop high-potential employees, advancing them into strategic roles.
- Designed and implemented career plans with global executive stakeholders, preparing candidates into new responsibilities.
- Directed 5 strategic talent frameworks that increased internal mobility by 20% (from 120 to 144 annual promotions).
- Engaged 10 global executives to roll out 8 data-driven learning programs, achieving 90% participant satisfaction with 25% lift in performance metrics.
- Identified and deployed 10+ global eLearning solutions in 9 months, improving R&D team proficiency by 22% across 12 countries.
- Led digital strategy, integrating AI-driven learning analytics to optimise engagement and effectiveness aligned with Adult Learning Theory.
- Spearheaded LMS overhaul and compliance workflows, reducing system downtime by 60% and increasing user satisfaction NPS to 9.2.

INTERCONTINENTAL LEARNING MANAGER

Amgen by Syneos Health, Barcelona, Spain | March 2017 - June 2022

- Executed talent strategies, guiding professionals toward growth.
- Created 8 programs for 350 high potentials, boosting leadership readiness scores by 30% in pre and post assessments.
- Partnered with regional executive stakeholders to identify and develop career plans for candidates into talent opportunities.
- Managed performance plans across 12 countries, growing leadership cohort from 400 to 520 participants (+30%).
- Led learning programs deployed in 50 countries with 100% adoption, upskilling 1,700+ professionals.
- Delivered soft skills and leadership training workshops across multiple global teams using blended learning approaches (virtual, digital, F2F).

REGIONAL LEARNING MANAGER IBERIA

Amgen by inVentiv Health, Barcelona, Spain | May 2016 - March 2017

- Partnered with local executive stakeholders to identify and develop high potential candidates into talent opportunities.
- Designed and delivered 7 compliance programs with 95% audit pass rate, training 350 users in 6 months.
- Launched SharePoint hub for 800 users, reducing regional training gaps by 25% and curating 200 resources.

HUMAN CAPITAL CONSULTING MANAGER

Deloitte, Barcelona, Spain | September 2015 - February 2016

- Provided HR analytics and compensation expertise, driving data-based decision-making for clients in healthcare and pharma sectors.
- Conducted 12 talent evaluations, raising succession planning accuracy from 60% to 80% and reducing critical vacancies by 20%.

TALENT MANAGER and ORGANISATIONAL DEVELOPMENT

Alcon, Barcelona, Spain | January 2013 - May 2015

- Spearheaded Diversity, Equity and Inclusion (DEI) initiatives, increasing diverse talent representation by 15%.
- Designed 3 talent frameworks, reducing time to hire from 90 to 60 days and boosting offer acceptance to 85%.
- Led HRIS migration for 850 employees in 6 months achieving full adoption.
- Coached 80 candidates, raising internal talent mobility from 25% to 60%.
- Improved workforce planning accuracy to 95% and reduced critical headcount gaps by 40% year over year.

HRBP and COMPENSATION SPECIALIST

Alcon, Barcelona, Spain | July 2006 - January 2013

- Designed salary structures for 850 employees, achieving 90% retention in critical roles.
- Launched 5 leadership programs, enhancing internal mobility by 30% and improving key talent retention from 75% to 88%.
- Led trainee program for 60 early career professionals with 70% placed into permanent roles within 12 months.

EDUCATION

- Master’s in Human Resources, Universitat Oberta de Catalunya
- Postgraduate in Training in Organisations, Universitat de Barcelona
- Degree in Psychology, Universitat de Barcelona

CERTIFICATIONS

- Executive Coaching Certification – Coaching Corporation
- Total Compensation Certification – EADA
- DiSC Practitioner Certification – Thomas International
- Situational Leadership II Trainer – Ken Blanchard / Novartis
- Cultural Practitioner Certification – Berlitz

LANGUAGES

- English – Full Professional Proficiency
- Spanish – Native
- Catalan – Native

TOOLS and TECHNOLOGIES

- Learning Management Systems (LMS): Cornerstone | SuccessFactors
- HRIS: SAP HR | Workday
- AI tools: Articulate360 | Storyline | Murf | GPT-4o | Gemini 2.5Pro | ClaudeOpus 4 | Astral | Eightfold | HireVue | Vyond | Camtasia | Otter
- Microsoft Suite: Excel | PowerPoint | Teams
- Virtual Training Tools: Zoom | MS Teams | WebEx | SharePoint
- KPI and Analytics: Power BI | LMS dashboards | Tableau

KEY PROJECTS AND INITIATIVES

- **R&D Quality Transformation** (2024-2025): Revamped knowledge ecosystem in 30 countries, boosting document retrieval speed by 45% for 250+ users.
- **Cultural Dexterity Training** (2024): Rolled out to 200 leaders on 4 continents, achieving a 4.7/5 training satisfaction score.
- **EU IVDR Implementation** (2023-2024): Designed compliance-focused, remote training for 4,500+ clinical trial sites across 35 countries; aligned with regulatory inspection trends and audit findings.
- **International Safety Competency Model** (2023–2024): Designed and facilitated an international safety team competency model across 30 countries for 80 professionals.
- **Compliance Learning Journey** (2023–2024): Drove stakeholder engagement training for compliance staff across 30 countries for 40 participants
- **Medical Insights Generation** (2022–2023): Facilitated a program to generate valuable medical insights from stakeholder engagement across 50 countries for 300 participants.
- **Performance4 for Medical Field Staff** (2021–2022): Mapped learning outcomes to performance data and engagement metrics; improved stakeholder readiness across 60 countries for 1,700 MSLs.
- **Medical V&A Capability** (2020–2021): Aligned Medical, Value Access strategies to enhance product access across 12 countries.
- **MSL Readiness One-Stop Shop** (2019–2020): Developed a SharePoint onboarding hub for 1,700 MSLs across 60 countries.
- **Medical Leads of MSLs Program** (2017): Delivered regional training for MSL managers to clarify role expectations across 12 countries for 50 participants.
- **Values and Behaviours** (2015): Promoted company values through engagement actions for 800 participants.