

## SUMMARIZED CV



**Abel Alejandro Gallardo Olcay**  
Master of Science in Industrial and Organizational Psychology and Teacher of Philosophy.  
e-mail: [gallardoabel@yahoo.com](mailto:gallardoabel@yahoo.com)

Cel.: 74001719

### **OBTAINED GRADE: MAGISTER IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY IN UDA WITH FORDHAM UNIVERSITY OF NEW YORK.**

Level-grade: Master of Science M.S.  
Professional web page: <http://abelgallardo.tripod.com>

#### **PROFESSIONAL ANTECEDENTS WITH INTERNATIONAL SOCIETIES:**

- Expert in SIOP MEDIA RESOURCES in: Processes of Quality / TQM; Improvement of the productivity and Organizational Development. (SIOP, is "The Society for Industrial and Organizational Psychology"), **The Society of Industrial and Organizational Psychology** (SIOP) is an international group of 6,000 industrial-organizational psychologists whose members investigate the understanding human behavior in the work place. Is the Division 14 of the **American Psychological Association**, in which I belonged to the COMMITTEE OF MEMBERSHIP SIOP (SIOP MEMBERSHIP COMMITTEE, 2002-2004).
- Also, I am student member of Div. 9, SPSSI (Social Psychology) and was member of Div. 5, a few years ago. (Division of Evaluation, Measurement and Statistics).
- I have vast trajectory as investigator and applied consultant and especially I have developed myself professionally in the area of training and coaching, particularly in these last seven years, I have specialized in the work in team, covering the successful implementation of behavioral techniques such as Circles of Quality and Improvement, the Supervision Audits and the Teams of High Performance; besides the Improvement of the Leadership of Supervision and the Evaluation of the Performance with positive reinforcement (feed-back) and the improvement of the individual performance and of the work teams.

#### **APPLIED LABOR EXPERIENCE:**

**2000 current. 2010 –**

- Teacher in the University of Saint Thomas, in Engineering Risk Prevention Department, and some school's, as I-O consultant, philosophy and psychology teacher. Consultantships and consultancies to companies of the second region of Chile, as Organizational Development specialist to some companies of the great mining and others of services.
- Seven years as managerial Consultant. Coach of Sub-General Manager of SQM Port and also as trainer of Subgerencia SOQUIMICH Puerto (SQM, Chile), in Processes of Quality, Improvement of the Productivity, Continuous Improvement and Development of Teams of High Performance).
- Consultant in systems of global competitiveness and as practical Operational Coordinator of the System Quality Assurance ISO 9000 in ex-SIT (SOQUIMICH, Chile), also exercising as Internal Auditor of Quality,

**CURRICULUM VITAE PROFESIONAL**

- Organizational Development and Training specialist in SIT (SOQUIMICH, Chile), and I was Instructor and Trainer of Quality. In tangential and parallel form, very useful for practical I-O application,
- Part of the team as reviewers for the Society of Industrial and Organizational Psychologists, that is to say, as Reviewer SIOP for the 2002, 2003, 2004 and next 2005 SIOP Annual Conference (Revision of projects, papers, studies and proposals);
- Consultant of Human resources EDELNOR (THE SOUTHERN COMPANY, Antofagasta, Chile) in statistics, mensurations of the performance and organizational diagnostic. Other partial consultancies.

**APPLIED ACTIVITIES:**

My consultancy works in Administrative Improvement and Organizational Development specialist for SIT (SQM of SOQUIMICH TRANSPORTS AND PORT), they were:

- Making the project of administrative improvement SIT (SQM, SOQUIMICH TRANSPORTS AND PORT, Tocopilla, Chile) (1996-1997),
- Re-engineering and study of endowment of Contractors SIT (SQM), Chile (1997-1998),
- Appraisal of contractor positions (1999), Planning, coordination, programming, supervision and analysis of training activities SIT (SQM), Chile (1996-2001),
- Analysis and Description of Positions of Division Port SIT (SQM), Chile (1998.2001), Formulation of program of prevention of accidents and laboral risks (investigation and development, 1999),
- Formation of instructors SIT, SQM Chile (1997-2000), for internal training, also Work in Team (team training):
- Formation of teams of improvement and circles of quality SIT (SQM), Chile (1996-2003),
- Induction courses of the system of assurance of quality SQM (1997-2001),
- Operational Coordination of the system of assurance of quality ISO 9000 (1998-2000); to which have followed others works, with techniques support of continuous improvement and teaching supplemented with several mensurations.

**1996/97 - 2000**

- Developer of techniques for Continuous Improvement, Organizational Development, Quality Assurance, Administration of Quality, in company SIT (SQM TRANSPORTS AND PORT, Chile), Contractors and Eventual (1996-2000). Advise to SQM Port and companies private contractors (1996-2000) for implementation, investigation and the development of techniques of Assurance and of Administration of Quality, specializing in Technical Continuous Improvement, Design of Procedures, Registrations, Systems of Measurements, Audits of Quality, Cultural Change, Quality in the Service and Development of the Human Resource in certified companies ISO 9000, and in process of Certification ISO 9000. Special invited exhibitor for SENCE to SINTERCAP (1997, International Training Symposium By National Service for Training and Job). Instructor and trainer of the Mutual one of Security C.Ch. C. From Chile (1996-1998).
- Independent trainer (1995-2003). Also of Mutual of Security (II Region of Chile; 1996-1998), of the Educational Corporation of the Construction and of the Corporation of Training of the C. Ch.C. (II region of Chile, 1997-2000), of Soquimich, RRHH., making courses in Organizational Change for the Quality, Communicational Development in Quality, Improvement of the Relationship, Image and Communications among Internal and External Clients in the Service of Quality, Improvement of the Supervision and the Leadership for the Quality in the Service, Formation and Implementation of Circles of Improvement and Quality, Improvement of the Team Work, Development of the Personnel and Administration of Systems of Quality (1996-2003).

- The following companies are some to those that I have intervened direct and indirectly: EDELNOR (1996-2000), SOQUIMICH (1996-2003), NORGENER(1996), C.T.T. CORP. (1996), C.M.T. (1996-1997), B.D.S. (1996), Vial and Vives (1997-1998), COPEC (1996), Fishing Eperva (1996), Fishing Colossus (1996), MECSA (1997), etc. At the moment lends eventual services of consultantships and teller to the previously mentioned institutions and others.

**1990 - 1995**

- Advisory, Consultant of the Company of Sanitary Services of Tarapacá, Chile (1990-1995) In ESSAT, I was Organizational Development specialist, elaborating investigations, opinion studies, programs and original studies for the company in their maintenance administration and development of their functional structure, of their politics and of their Human resources. Among those that are the Manual of Positions and Structures of Wages (Rating of Positions), Manual of Evaluation of the Performance, Design of Organizational Structure for re-engineering, Design of Program of Training and Learning. Also I was boss of the selection processes and the personnel's induction, implementation of technical evaluated feed-back, I supported to managerial, departmental administrations and of sections, in consultancy in process, etc. This program DO, studies and interventions were, with formal recognition, the best planned intervention ( Organizational Development) at national level (Chile) in the item of the companies of sanitary services.
- Consultant for the Dept. Human Resources of the Service of Health, in a study and project for the good operation and the Organizational Development of the Dept. Human resources in the first region Chile, (1993).
- Also, I advised to the Company Southern Electric of the United States, in Peru, through the University of Tarapacá, in investigation and study for the educational evaluation, specifically the analysis of data and the statistical prosecution of investigation, (1994).

**1988 1992**

- Adviser of Rector in the IEC, Chile (1988-1992),
- Advisory of the Company of Sanitary Services of Tarapacá, Chile (1990-1992),
- Teacher at the University Arturo Prat (1988-2000), I.E.C., INACAP, CIDEDEC and PROPAM, in subjects as Organizational Development, Human Relations, Human Behavior in the Organization, Psychology of the Consumer, Professional Ethics and Human Relationships, Methodology of the Investigation, Administration of Personnel, etc. (1988-1992)

**1987 - 1989**

- Teacher of the University of Atacama in Copiapó, Chile, Ability of Education (1987); and of Professional Institutes, also I began educational works, as teacher, in the UNAP in Iquique (1988), in the area of Administration and Economy in the administration and development of the human resources.
- Teacher of the IEC, Chile (1987-2000).

**1984 1987**

- I began professionally as teacher of the University of Atacama, In Copiapó, Chile, at the Technician School Professional (former School of Mines) and in the Faculty of Humanities in courses of Psychology, Logic and Philosophy. Where I was also investigator-advisory of Units of Orientation and Development of the Career in the E.T.P.

**STUDIES AND SPECIALIZATION:**

### **CURRICULUM VITAE PROFESIONAL**

- University Atacama (U.D.A), Faculty of Engineering and Mathematics “Master in Industrial and Organizational Psychology”, agreement with Fordham University, New York, U.S.A. TITTLE N°: 005152, title-grade score: 6.2 (scale of 1 at 7) Master of Science Psi/I-O, Copiapó, Chile.
- Chilean association for the Quality (Ascal), Latin American Institute of Insurance of Quality (Inlac), Internal Auditor of Quality, Norm Ch-ISO 10011 (ISO 9000), Certified Accreditation N° 340, agreement with INLAC Mexico. Santiago, March, 1999.
- University Saint Thomas (Universidad Santo Tomás), from Chile; “Diploma as University Teacher (superior education)”, November, 2009.

### **PROFESSIONALS RECOMMENDATIONS:**

- Doctor Harold Takooshian, PhD.; Psi-Chi, Fordham University, N. York, U.S.A. Phone: 201)-262-7141; [Takoosh@aol.com](mailto:Takoosh@aol.com) (professor of the program Psi I-O in the UDA)
- Doctor Mark Schmit PhD., Chair SIOP Professional Practice Committee; [mschmit@shlgroup.com](mailto:mschmit@shlgroup.com) (USA)
- David Nershi, actual Siop Administrative Office Manager, SIOP “Society for Industrial and Organizational Psychology”, USA. [www.siop.org](http://www.siop.org) , email: [dnershi@siop.org](mailto:dnershi@siop.org)
- Mr. Pablo Tapia, Control and Administration SOQUIMICH Port, Commercial Engineer, 55-414456; [pablo.tapia@sqm.com](mailto:pablo.tapia@sqm.com) ; (Chile)
- Raúl Quiroga, Director of School of Engineering, University of St. Thomas, home Iquique, [rquiroga@santotomas.cl](mailto:rquiroga@santotomas.cl)
- Eduardo Salas PhD., 2010 President of Society for Industrial and Organizational Psychology, Div. 4 American Psychological Association, [esalas@ist.ucf.edu](mailto:esalas@ist.ucf.edu)

### **Recommendations to Abel**

#### **Inicial professional activities as : Teacher - Consultant**

#### **Universidad de Atacama - Universidad Arturo Prat - Institutos varios**

“For me, Abel is currently the most active I-O psychologist I know in Chile, a solid professional of great energy and ability, with a great heart for his clients' benefit.” 4 de agosto de 2010

[Harold Takooshian, PhD](#), *Professor + Director, Fordham University*

### **Student**

#### **Universidad de Atacama, Chile, en intercambio universitario con Fordham University de New York, USA.**

“Abel Gallardo was a sedulous student in the 1980s at the University of Atacama, the first I-O psychology masters program in Latin America. He continues to be a pioneer in I-O consulting, with immense energy and a mission to collaborate cross-nationally.” 3 de agosto de 2010

[Harold Takooshian, PhD](#), *Professor + Director, Fordham University*

was teacher of Abel in the Atacama University, Chile, in university intechange with Fordham University from New York, USA.

### **Generalities:**

- Experience: Aprox. 26 years as consultant and trainer of companies and universities. All the information is verifiable.
- Consultant, practitioner, trainer, coach, auditor, teller SENCE. Member of SIOP Membership Committee of the Society of Industrial and Organizational Psychologists, SIOP, U.S.A. I have authorization "C" (verifiable), the higher to acquire and to manage psychological tests in the main institutions of mensuration instruments, in the United States.

**CURRICULUM VITAE PROFESIONAL**

- o Personal information: Practical and sociable. Likes to work in team and to form work teams. Likes of the swimming, chess, camping site, to fish and to listen music (jazz, country, rock, classic).

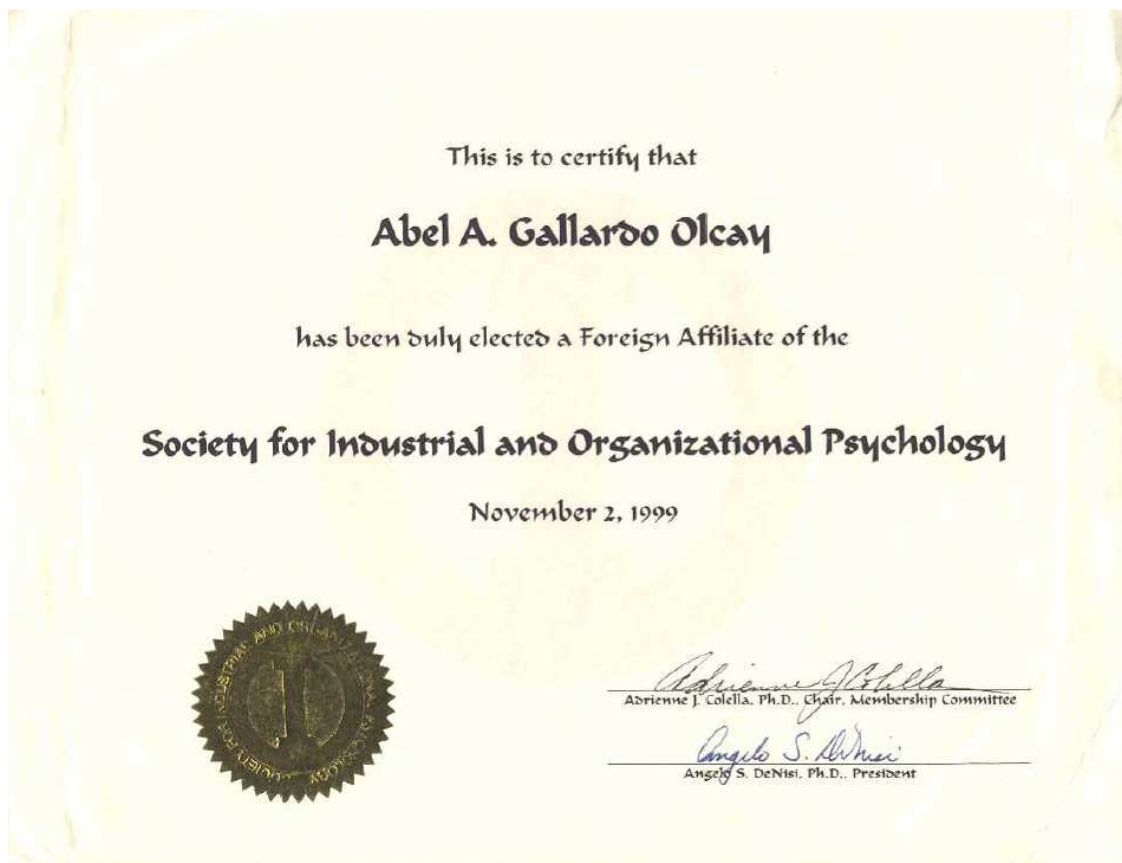
**OTHER ANTECEDENTS:**

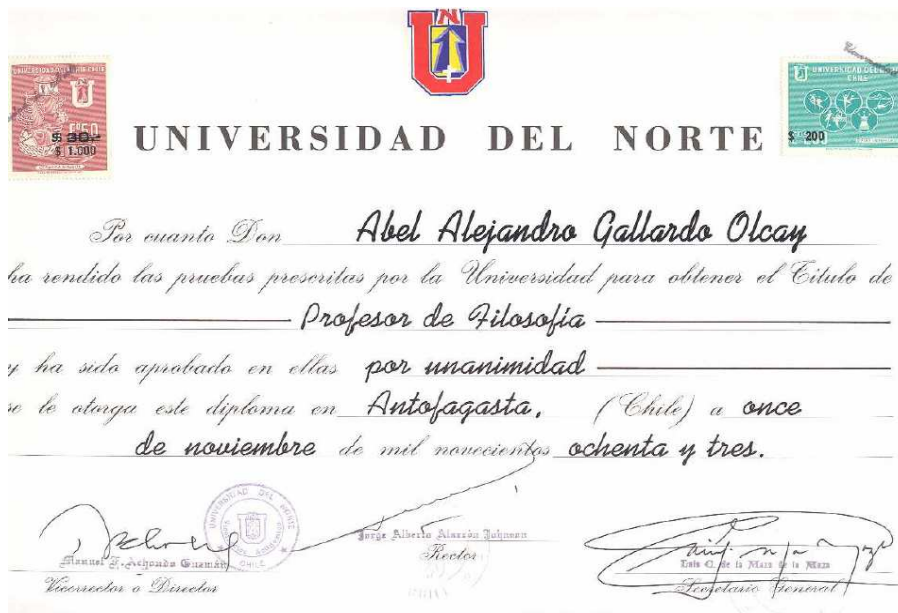
- Married with Liria Briones, Daughter: Alejandra & Son: Rodrigo, One Grandson: Marco Antonio.
- Age: 54 years old, Born in Of. Salitrera Humberstone.
- Rut: 7224903-8
- Email: [gallardoabel@yahoo.com](mailto:gallardoabel@yahoo.com) – [gallardoabel@gmail.com](mailto:gallardoabel@gmail.com)
- Web profesional: <http://abelgallardo.tripod.com>
- Father and Mother: Guillermo Gallardo Alvarez and Rodelinda Elicenia Olcay Vergara, (both passed away).
- Brothers: Justo Gallardo Olcay, PhD., Guillermo Gallardo Olcay, Msc., Carlos Gallardo Olcay y José Homero Gallardo Olcay (passed away)

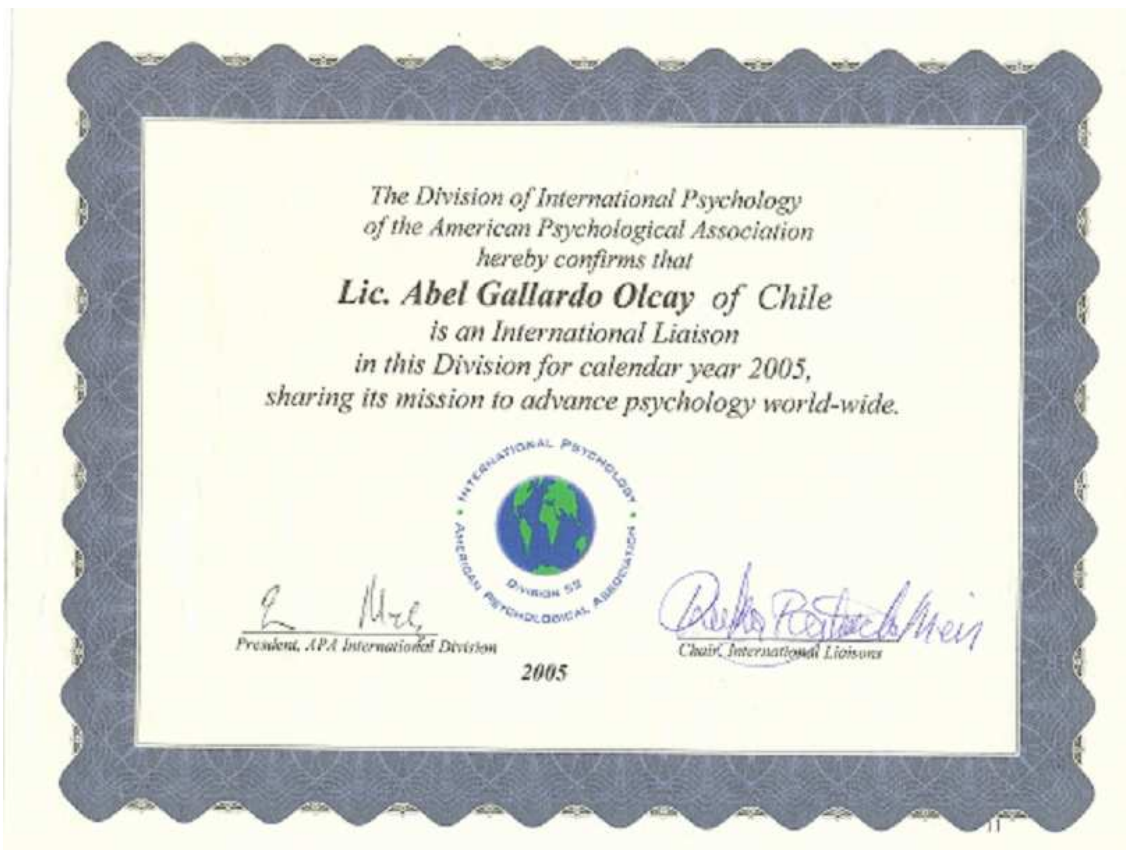
REPUBLICA DE CHILE  
**UNIVERSIDAD DE ATACAMA**

Certifico que, con fecha 2 de Agosto de 1999, se confirió  
a don (ña) ABEL ALEJANDRO GALLARDO OLCAY  
el Grado de MAGISTER EN SICOLOGIA INDUSTRIAL Y ORGANIZACIONAL  
según consta del N° 005152 en el Rol de Títulos y Grados de esta Corporación.  
Extendido para acreditar la posesión del Grado respectivo.  
Copiapó, 6 de Agosto de 1999.

  
  
  
**GABRIELA PRADO PRADO**  
Secretaria General







**ANTECEDENTES Y REGISTROS DE RELATORÍA SENCE DE ABEL GALLARDO OLCAY. TRAINING ANTECEDENTS IN THE CHILEAN NATIONAL SERVICE CENTER OF TRAINING (SENCE).**

**Datos del Relator SENCE**

**Datos del Relator**

<b>Rut Relator</b>	7224903-8
<b>Nombre</b>	Abel Alejandro Gallardo Olcay
<b>Fecha Nacimiento</b>	11/01/1956
<b>Profesión</b>	Magister Psicologo Industrial Y Organizacional Y Profesor
<b>Sexo</b>	Masculino

Organismo Técnico de Capacitación	Cursos	Desde (Año)	Hasta (Año)
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**Actividades de Capacitación autorizadas por SENCE en las que se encuentra inscrito el relator.**

Organismo Técnico de CapacitaciónA (ENTERPRISE . CO)	Código Sence SENCE CODE	Nombre Actividad de Capacitación TRAINING ACTIVITY
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234574900</a>	Formacion De Instructores S.Q.M. (SOQUIMICH)
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234575417</a>	Formacion De Instructores Sqm (SOQUIMICH)
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234577538</a>	Liderazgo Y Trabajo En Equipo En Gestion De Calidad S.Q.M. (SOQUIMICH)
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234579580</a>	Formacion Desarrollo De Circulo De Mejoramiento Y Calidad Sit (SIT FILIAL SOQUIMICH)
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234580636</a>	Formacion De Instructores "Sit"
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234582591</a>	Desarrollo Del Personal En Iso 9000
<a href="#">Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</a>	<a href="#">1234582944</a>	Desarrollo Del Personal En Iso 9000

<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234583115</u></a>	Desarrollo De Personal En Iso 9000
<a href="#"><u>Instituto De Capacitación Empresarial De Chile Limitada. (SOQUIMICH)</u></a>	<a href="#"><u>1234585119</u></a>	Programa Del Mejoramiento Del Desempeño
<a href="#"><u>Instituto De Capacitación Empresarial De Chile Limitada. (SOQUIMICH)</u></a>	<a href="#"><u>1234593108</u></a>	Formacion Y Manejo De Equipos De Alto Rendimiento
<a href="#"><u>Servicios Minería Y Contruccion S A (SMC LTDA)</u></a>	<a href="#"><u>1234601270</u></a>	El Aseguramiento De Calidad Iso 9000 Como Herramienta De Gestion Para Empresas Contratistas
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234601420</u></a>	El Aseguramiento De Calidad Iso 9000 Como Herramienta De Proveedores
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234602290</u></a>	Liderazgo Y Trabajo En Equipo En Gestion De Calidad
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234602522</u></a>	Control Total De Perdidas
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234603756</u></a>	Formacion Y Desarrollo De Circulos De Mejoramiento Y Calidad Sqm
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234603992</u></a>	Formacion Y Desarrollo De Circulos De Mejoramiento Y Calidad S.Q.M.
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234614538</u></a>	Supervision, Liderazgo Y Trabajo En Equipo
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234616198</u></a>	Supervision, Trabajo En Equipo Y Liderazgo En Gestion De Calidad
<a href="#"><u>Servicios Integrales De Transito Y Transferencias S.A (SOQUIMICH)</u></a>	<a href="#"><u>1234619421</u></a>	Formacion De Auditores De Supervision

<a href="#">Instituto De Capacitación Empresarial De Chile Limitada.</a> (SOQUIMICH)	<a href="#">1234620696</a>	Comunicacion Y Trabajo En Equipo
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SOQUIMICH)	<a href="#">1234622755</a>	Disciplina Laboral Para El Mejoramiento En El Trabajo
<a href="#">Informática Y Educación Sequence Limitada</a>	<a href="#">1234688725</a>	Incorporacion De La Norma Iso 9001:2000 A La Estrategia De Negocios De La Empresa

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<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234602522</a>	Control Total De Perdidas
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234603756</a>	Formacion Y Desarrollo De Circulos De Mejoramiento Y Calidad Sqm
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234603992</a>	Formacion Y Desarrollo De Circulos De Mejoramiento Y Calidad S.Q.M.
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234614538</a>	Supervision, Liderazgo Y Trabajo En Equipo
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234616198</a>	Supervision, Trabajo En Equipo Y Liderazgo En Gestion De Calidad
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234619421</a>	Formacion De Auditores De Supervision
<a href="#">Instituto De Capacitación Empresarial De Chile Limitada.</a>	<a href="#">1234620696</a>	Comunicacion Y Trabajo En Equipo
<a href="#">Servicios Integrales De Transito Y Transferencias S.A</a> (SQM)	<a href="#">1234622755</a>	Disciplina Laboral Para El Mejoramiento En El Trabajo
<a href="#">Informática Y Educación Sequence Limitada</a>	<a href="#">1234688725</a>	Incorporacion De La Norma Iso 9001:2000 A La Estrategia De Negocios De La Empresa