



CURRICULUM VITAE

I. PERSONAL INFORMATION

NAME: ***RUSSELED YESID BARRERA SANTOS***

NATIONALITY : *Colombian*

MARITAL STATUS: *Married*

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II. STUDIES

UNDERGRADUATE *Universidad Externado de Colombia*
Bogotá, Colombia
Business Administration

Instituto Movilizador de Recursos
Rosario, Argentina
Formulation and Assessment of Projects for
Social and Economic Development

Universidad del Valle, Cali, Valle, Colombia.
Postgraduate Degree in Conflict Conciliation
and Resolution

Harvard University, Boston, United States.
Negotiation studies

Universidad Pontificia de Salamanca, Madrid
España
Doctorate in Political Sciences and Sociology

*Universidad Francisco Marroquín. Guatemala
Journalism*

*Academia Interamericana de Coaching.
México.
International Coach Certificate*

*Service Quality Institute.
Customer Service Certificate*

III. POSITIONS HELD

Treasurer Manager

Industrias Búfalo Ltda., Bogotá, Colombia
1979 - 1980

Colombian company that manufactures agriculture machinery. My position included management duties related to: purchasing, banks, register, suppliers control and relationship.

Education Promoter

Unión Cooperativa Nacional de Crédito
UCONAL
Bogotá, Colombia 1981

Jefe Regional (E) de Educación

Unión Cooperativa Nacional de Crédito
UCONAL 1982

Colombian Cooperative Entity of second degree. My position included promotion and coordination of educative activities. Main tasks consisted on coordinating training needs at regional level, planning, budgeting, control and assessment of annual plans.

Cooperative Manager

Universidad Externado de Colombia. 1982-
1983

Budget planning, organization, management and control and management of personnel.

National Consultant

International Labour Organization. 1984

Project COL/76/016 - 1984 Support project for Colombian Government, regarding the Cooperative Development Program. Through this project, the government sought to foster and promote the cooperative movement throughout the country. I worked in the planning area, specifically in analysis, recommendations and evaluation of the National Development Plan.

Manager of Cooperativa de Ahorro y Crédito

Para la Construcción y el Desarrollo.
Construyecoop
Bogotá, Colombia 1984-1985

Cooperative and multidisciplinary entity, focused on construction. My duties involved direction, organization, control, and permanent assessment of social and economic results.

Chief Expert Assistant

Col\76\16, National Development Cooperative Plan. 1985. Bogotá, Colombia. UN Program

Coordination of the national consultants working on administrative aspects and control of the project at national level.

National Consultant

UNDP

COL/85/004 Organization of microenterprises and Association Forms. Bogotá, Colombia 1985-1986

Assisting the direction of the UNDP project created to support the victims of the Nevado del Ruiz disaster in Colombia. My duties involved conflict resolution within the communities, as well as between them and the coordination entities.

International Consultant

UNDP. Formulation of the Microenterprises and Small Businesses National Program. Guatemala. 1987

Main tasks involved methodological design of the program, assortment of the organizations that were able to execute it, and starting implementation.

International Consultant

Plan Nacional de Juventud

UN Program. Guatemala. 1987

Cooperating with the design of a subprogram seeking to create jobs for youngsters in Guatemala City.

Consultor Internacional,

UNDP. Microenterprises and Small Businesses Support Program. Guatemala, 1988

Supporting local consultants in the matters of credit, training, technical support and development of local markets for microenterprises.

Chief Technical Adviser and International Coordinator for the UNDP and the Netherlands. Project GUA/89/001. Microenterprises and Small Businesses National Program.
Vice President of the Republic Adviser
Guatemala, 1989-1991

Supporting the program's execution, coordinating the consultants, assisting the Microenterprise National Commission, directly advising the Vice President of the Republic and the Technic Secretary of the Program.

Chief Technical Adviser
International Labour Organization.
Holland Government. Costa Rica 1992.
Microenterprises and Small Businesses National Program. August 1994

Coordinating the national consultant team, advising the Ministry of Labour and Social Security; Consultant for the project's design, assembly and execution. Classification and category accredited by the UN.

Assessment Specialist Consultant
Government of the Netherlands (Embassy of Costa Rica)
December 1994 to June 1995

Assessing all the "Small Embassy Projects" carried out by this country in Central America (Guatemala, Honduras, El Salvador, Nicaragua and Costa Rica).

National Coordinator. Strengthening of Alternative Methods for Argument Solution,
Inter American Development Bank, Cámara de Comercio de Bogotá.

National Coordinator. Strengthening of Alternative Methods for Argument Solution
Banco Interamericano de Desarrollo, Cámara de Comercio de Guatemala

Specialist Consultant. Strengthening of Alternative Methods for Conflict Resolution

among Jueces de Paz in the Department of Guatemala.

Training Court's personnel in the matters of Conciliation and Mediation. The program was framed within the peace agreements and designed according to the new model of judicial office in the country.

IV CONSULTING

*Escuela de Administración Cooperativa
ESACOOOP
Bogotá, Colombia 1981-1988*

Design of cooperative training programs, instructor for courses and seminars and representative of the institution in the Latin American Encounter of Rural Youth in Argentina.

*Cooperativa Nacional de Plomeros
COINASCOTPLO 1984-1985
Bogotá, Colombia.*

Designed and executed the construction of a Department of Planning and Development.

*Fundación Juan Pablo II
Bogotá, Colombia 1987-1988*

Designed a proposal of technical and financial support for the Konrad Adenauer Foundation (Germany) that consisted of creating a development plan in the areas of training, research and publishing.

*Organización Cooperativas de América O.C.A
Bogotá, Ecuador, Central America
1984-1989*

Supported training and divulging activities. Also worked on the matters of project formulation and assessment for cooperatives, conferences and seminars at Latin American level.

*Ministry of Public Works. Colombia
1986-1987.*

Formulated the growth strategy for the Ministry's Cooperative, seeking national coverage. Worked as permanent consultant for several periods.

UNDP (El Salvador). Support for microenterprises program. Vice Presidency of the Republic. San Salvador 1991.

Advised the formulation and implementation of the technical cooperation project executed by the UNDP.

UNDP (Paraguay).

Prepared the proposal that the UN –through the UNDP- presented to the Government in order to execute a National Support Program for Microenterprises and Small Businesses. 1994

Netherlands Government (Embassy of Costa Rica)

Assessing all the “Small Embassy Projects” carried out by this country in Central America (Guatemala, Honduras, El Salvador, Nicaragua and Costa Rica). 1995

International Fund for Agricultural Development (Rome, Italy).

Made part of the mission in charge of formulating a project for the dry area of the South Pacific in Nicaragua. 1995

Secretaría e Integración Económica Centroamericana. SIECA (Guatemala)

As an specialist in conciliation, worked on the conciliator’s manual, and designed and executed the pilot course for conciliators in Central America. 2003

Compañía Guatemalteca de Niquil CGN.

Supported the implementation of the negotiation program and the assembly of a technical crew seeking to improve communications and negotiation systems in the communities of Estor in Guatemala. 2008

V. DOCUMENTS AND PUBLICATIONS

- Theory and practice of the Colombian cooperative movement*
- The future of self-managed associations, methods and organization*
- The microenterprise, development alternative in Latin America*
- Project’s formulation and assessment with social perspective*
- Reality and perspectives of women in Latin America*
- Ways to overcome poverty in the region*
- Poverty and informality; The experience of the public and private sectors regarding programs against poverty in Central America*
- Alternative conflict conciliation and resolution for Colombia*
- Study on organizational conflict. Bogotá Colombia, 1998*
- Conflict negotiation and transformation. A Challenge between scarcity and welfare, 2001*

- *Conflict resolution for Mayan peoples in Guatemala. Secretaría de la Paz editorials. Presidency of the Republic of Guatemala, 2005.*
- *Possible not impossible. The bodies of negotiation. Norma, 2005*
- *Negotiation for values. Magnaterra Editores. Guatemala, 2007*
- *Between reason and emotion. Negotiation Techniques. Norma, 2009*
- *The door. The man that opened and closed the door of crisis. Magnaterra, 2009*
- *Conflict negotiation and transformation. Finding human and manager potential to negotiate. 2009*
- *Comunzago, the end of the individual leader era. Editorial Santillana, Sello Aguilar. 2012.*
- *Dare. Habit Change. (in process of editorial publishing)*
- *Columnist of Prensa Libre. Guatemala*
- *Columnist Revista Futuro. Universidad Galileo*
- *Clumnist Revista Amiga*

VI. COACHING

Personal coach

Institutional Coach for Colombian, Ecuadorian and Guatemalan enterprises.(Coca Cola, Kerns, Kimberly Clark, Glaxo Smith Kline, Unipharm, Cementos Progreso)

VII. TEACHING

Professor at Universidad Santo Tomas de Aquino, Faculty of Economic Sciences, Cooperative and Business Organization Area. Bogota, Colombia.

Professor at Universidad Tecnológica Universitas. Economic Theory Area. Faculty of Administration and Hotel Industry. Bogota, Colombia

Part-time teacher. Universidad Nacional de Guatemala. Economic Sciences Area. Guatemala, Guatemala.

Instructor. Asociación Colombiana de Cooperativas "ASCOOP". Bogota, Colombia.

Instructor and Professor at the Escuela de Administración Cooperativa "ESACOO" Management and Leadership.

Lecturer at the Organización de Cooperativas de América (OCA). Colombia and Ecuador.

Instructor on materials and training techniques for material cooperative managers MATCOM \ ILO. Management and Executive Management.

Lecturer at the Facultad Latinoamericana de Ciencias Sociales on the areas of project formulation and assessment, woman issues and structural adjustment. Guatemala, El Salvador and Honduras.

Postgraduate Professor in the areas of organization, management, planning and negotiation at Univesidad Cooperativa de Colombia.

Professor. Conflict resolution and negotiation. Universidad Francisco Marroquín. Guatemala.

Porfessor. Conflict resolution and negotiation. Universidad Rafael Landivar. Guatemala.

Specialist on negotiation. Panamerican Consulting Group. Cental America.

Business and Social Conciliator.

Negotiation teacher for Tayasal organization. Guatemala

Consultant in management and strategic areas for multinationals.

Adviser for private and public companies.

IX. MEDIATOR ANC CONCILIATOR

*Mediator for Enterprise Conflicts in Latin America
Conciliator for the Commission of Conflict Resolution of the Cámara de Industria
Guatemala.*

X. MISSIONS, CONSULTANCY AND WORK ABROAD

*Venezuela, Chile, Argentina, Peru, Ecuador,
Panamá, Costa Rica, Honduras, El Salvador, Guatemala, Dominican Republic,
Switzerland, Holland, Paraguay, Italia, Brazil, Uruguay and United States.*