



# Ernesto Uscher

“You can miss a lot of extraordinary moments in your life by having the wrong attitude.”

Prior to joining The RBL Group, Ernesto was Vice President & Partner of OD and Performance Consulting for HPI Colombia, a consulting firm representing RBL, DBM, SMG, Team Resources, and Bigby Havis in the region. His career started in the Business Consulting Division of Andersen, where he worked for 7 years, leading to the position of Consulting Manager responsible for the Reengineering, ABC and Change Management Practices.

He is an Industrial Engineer from the Universidad Javeriana, Colombia with advanced studies in management, reengineering, continuous improvement, leadership, coaching, high performance teams, culture, and competency development.

Ernesto's work emphasizes the development of Hispanic practices in the United States, Latin America, and Spain.

#### Areas of Expertise

Ernesto Uscher is a Principal with The RBL Group where he focuses on helping organizations improve through organization and leadership development. Ernesto's

work has been a blend of Business Process Reengineering, Organization Design & Continuous Improvement with Leadership & Team Development.

He has demonstrated strength in the design, development, delivery and management of major change and cultural initiatives, OD and performance improvement initiatives, leadership development, team based organizations, talent and succession planning processes.

His clients have included a wide range of companies across several industries, mainly pharmaceutical, consumer, utilities and oil & gas, working with at least 100 Fortune 500 in Latin America and the US. He is also a frequent guest speaker, educator and coach.

#### Publications

“Organizando La Arquitectura De RRHH Para Crear Valor,” Capital Humano Magazine, 2005

“Formación de Equipos de Alto Desempeño,” Gestión Humana Magazine, 2001

#### Honors

Selected by the US Department of State as an international visitor representing Colombia with 14 other participants of emerging economies to participate in discussions and forums with successful US leaders of large corporations (2001).

#### Contact:

You can contact Ernesto Uscher at: 801.373.4238, or at [euscher@rbl.net](mailto:euscher@rbl.net)

