

14 New Members

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Meet Your New Board Members

Shay Coker – Head of the Marketing Action Team



I'm originally from Texas, but after college at Rutgers and Texas Tech University – I studied in Mexico and played professional tennis in France. After my short tennis career, I worked for a couple of technology related companies in Arizona and Vancouver, BC, before attending Thunderbird Graduate School of International Management.

Upon graduation, I served as Marketing Manager for Dell's Latin American division in Austin – before deciding to go to Brazil as a very novice entrepreneur where I imported and sold dental products.

After a few years of frustration with Brazil's infamous bureaucracy, I became a partner in a chain of franchises called Mail Boxes Etc before eventually landing in corporate real estate with Jones Lang LaSalle (JLL) in São Paulo where I helped companies such as P&G, Iron Mountain, Volkswagen, and other multinationals with their real estate portfolios and site selection for new manufacturing plants and distribution centers.

In 2016, after 14 years in Brazil, I accepted an offer from the British multinational firm - Savills to move to Miami as Managing Director.

Héctor Rodríguez - Finance & Strategy Consultant at RGP



Hector Rodriguez is an international finance leader and business partner with 15+ years of experience working for the Latin American operations of Fortune 500 companies, as well as Private Equity owned and startup operations. His collaborations with multinational cross-functional teams, coupled with his exposure to various industries

under fast-paced and unstructured environments, have taught him to have a pragmatic approach towards financial performance management in keeping with company strategic goals

Hector Rodriguez received a MBA from the Thunderbird School of Global Management in Arizona, and a B.S. in Accounting from the Tecnológico de Monterrey (I.T.E.S.M.) in Mexico. He is fluent in English, Spanish, and French and conversant in Portuguese, Italian and German

14 New Members

Please reach out and welcome them!

Date	Name/Email-Link	Company	Chapter	Phone	Sponsor
7-Feb	Robert Dinkins	Payment Approved	FL	305-498-6004	Ximena Banos
18-Feb	Jorge Gervasi	For Eyes	FL	954-477-2935	Shay Coker
19-Feb	Leandro Ramirez	RKH Specialty	FL	786-431-9485	Fred Suarez
21-Feb	William Krinickas	Boston Scientific	FL	954-629-1327	Adriana Tangarife
24-Feb	Alain Castro	Indian River Eco District	FL	312-623-6322	Shay Coker
25-Feb	Luiz Freitas	Live Ultimate, Inc	FL	786-659-3073	Leandro Ramirez
26-Feb	John de Lannoy	ProjectSphere LLC	FL	954-338-9518	Ximena Banos
28-Feb	Thomas Ragan	Ragan & Freeman LLP	FL	631-287-9382	Hadley Williams
3-Mar	Mauricio Ortiz	Boston Scientific Corporation	FL	786 521-1068	Marta Clark
9-Mar	Steve Nilsen	Boyden	FL	404-769-8898	Fred Suarez
24-Mar	Hugo Martinez	Merck	FL	908-313-0350	Clemens Caicedo
1-Apr	Duncan Brewster	Old Mutual Bermuda Holdings Ltd	FL	914-417-8840	John Chrystal
4-May	Jerry Miller	Dart Container Corporation	FL	954-805-8430	Ximena Banos
13-May	Kobi Benita	Harbor Innovations	CT	860-964-9154	Jim Means

Reminder

!! Member Recruit Members !!

When have you last referred friends and colleagues to join IERG?

Need a link to the application? <http://bit.ly/2GQl0tI>

Virtual Chapter

John Hamerlinck & John Lowe

All IERG Members are entitled and encouraged to attend the monthly VIRTUAL CHAPTER meetings, held on the 3rd Thursday of each month. We have speakers and conversations using the ZOOM platform that helps to create an easier networking atmosphere.

Open Clinics to Support Members in Transition

IERG's Career Development Committee will hold **biweekly Open Clinics to support Members in Transition**

Join us to discuss executive job search, career pivoting, and career management. Bring any questions and a willingness to discuss your own transition and/or offer advice to other members.

Next Open Clinics are **May 24th**, **June 4th** and **June 19th** at 2:00 ET (meeting link sent to the community in advance).

At least two IERG Career Development Committee members will participate:

- [**Betty Flasch**](#), GPHR, Principal, Betty Flasch Consulting, Global Talent Management and Career Management Consultant, Executive Career Coach, and IERG Board Member.
- [**John Chrystal**](#), Chief Information Officer and Founder of Intrepid Diverse Services, former IBM Global Services executive, and Head of the Career Development Committee.
- [**John Lowe**](#), Trusted International Business Advisor, Executive Coach, and former Chief HR Executive (Hilltop Global Associates).
- [**Tiffany Hardy**](#), Executive Resume Writer, LinkedIn Profile Strategist, and Career Advisor (Top1Resumes).

Prior to joining, please link your resume within your IERG profile, review the "Executive-In-Transition" Preparedness Checklist, and review fellow members' PowerPoint Presentations on their job search status located [here](#).

For further information about the overall Career Development program, you may wish to review recent [program slides](#) and [minutes](#).

Meet

Jorge Gervasi



Gorge Gervasi, the CEO of the Netherlands Grand Vision's subsidiary in the US and member of IERG Florida Chapter, has opened 135 optical retail stores in the United States with projected revenues over \$100 million.

Jorge recently was COO of Latam where he was responsible for Latin America Markets including, Chile, Brazil, Argentina, Uruguay, Peru, Colombia and Mexico. As CEO in Mexico he built the operation from a start-up to over 500 retail optical outlets.

Let's support "[For Eyes](#)" when they open in your neighborhood.

Member News

Richard Guha

I am currently the Entrepreneur in Residence at Sacred Heart University in Fairfield, Connecticut. We recently held a "Startup Weekend" virtually. As a result, we got participation from four continents since they did not have to show up in person. So, while international travel has ground to a halt, we are seeing more virtual international engagement."

Thought Leadership

Hedley Lawson

Critical Remote Professional Development Skills

Every member of your team wants to have time for developing new skills and staying current on existing skills. With the Shelter in Place order across the globe and many team members and team leaders working from home, professional development has taken a back seat and, for some, is simply off of their radar.

Now is the perfect time to formalize your professional development program by providing access to a range of courses and programs on-line. Here are four professional development skills you should consider to start your program:

1. **Communication.** As social distancing has forced more work communication to take place over email or video conference, this is an excellent time to assist your team in improving their non-verbal communication skills.
2. **Teamwork.** The rise of social distancing has meant that collaboration skills have become more important. Working with colleagues effectively and addressing team conflict is just as important over email and a video chat as it is in a conference room.
3. **Project Management.** When working from home, team members do not always have the benefit of other colleagues to keep on task. All colleagues now need to learn and enhance project management skills so they can ensure their work stays on time and on track.
4. **Leadership.** Leading colleagues is still a critical skill, even if one's leadership is remote and largely via email. Leaders should focus on learning the skills they will now need to inspire and focus team members now and in the future.

With the growing number of video conference training programs, work with your human resources colleagues to develop a well rounded and focused professional development program that includes these four key skills.