

× Ketty Cipullo

HUMAN & ORGANIZATIONAL DEVELOPMENT

The greatest asset of any organization is its **PEOPLE**.

That's why investing in people's development always yields the best returns!



In the following pages you will find an overview of the topics I cover in training sessions, workshops, and lectures.

You will also find details about the **Executive Coaching** and **Mentoring** processes.

In Company Training
\*In-person or online

## LEADERSHIP AND BEHAVIORAL COMPETENCIES

# Communication and Interpersonal Relations

The quality of our communication and interpersonal relationships is directly linked to how we manage our emotions, respond to situations, and understand the impact of our attitudes on others.

In this training, participants develop key skills such as: active listening, assertive and empathetic communication, conflict management, and influence — essential for teamwork, cross-functional collaboration, and effective leadership.

## Impactful communication!

Through a dynamic and hands-on approach, we explore storytelling and public speaking techniques to enhance communication skills - crucial for professionals in any industry.

This training is highly adaptable and can be customized to fit the audience and specific business challenges, including: corporate presentations, persuasion and influence, and assertive communication with clarity and impact.

In Company Training \*In-person or online

### **Nonviolent Communication**

NVC is a communication model and conflict resolution process developed by Marshall Rosenberg - a renowned American psychologist and best-selling author.

In this training based on NVC principles, we focus on developing the skills needed for clear, effective and empathetic communication, fostering respectful and productive workplace relationships.

## Accountability: It's Up to Me!



Delivering on commitments, ensuring others fulfill theirs, leading with creativity and effectiveness, holding people accountable, and building a reputation as a reliable professional — these are key characteristics of accountability.

This workshop, Accountability: It's Up to Me! helps participants internalize these principles and act with an accountable mindset.

After all, beyond roles and titles, everyone in the team is responsible for the final outcome.



## Agile Leadership

This workshop introduces the principles of agile and influential leadership, through a combination of theory, hands-on experience, and personal reflection.

Participants will try out tools for managing and developing the team's talents, with up-to-date content and a lot of inspiration from the **Agile Leadership Mentality**.

# Culture of Trust and Psychological Safety



Building and maintaining a culture of trust is essential to business success.

It is through trust-based relationships that employees contribute their best ideas and deliver outstanding results.

In this training, we explore the benefits of fostering a Culture of Trust in the workplace and practical ways to create a collaborative, results-driven environment that encourages innovation and personal development.



"True leadership emerges from the values we practice and from the competences we develop"

In Company Training
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#### **PURCHASING & SUPPLY CHAIN**

## Purchasing Professional Essential Skills

**NEGOTIATION, MANAGEMENT & INNOVATION** 

This program blends behavioral and leadership skill development with practical procurement and supply chain strategies.

Participants learn to lead negotiations effectively, manage supply chains responsibly, and drive business excellence through innovation and strategic planning.



This training reinforces the importance of portfolio and supplier management tools in leading strategic sourcing processes effectively.

Far from being just a cost-reduction and procurement practice, Strategic Sourcing is a proactive, systemic approach that directly impacts an organization's overall performance.

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\*In-person or online

#### **TEAM BUILDING**

We know that strong and cohesive teams are essential for the success of any organization.

Team Building is an approach designed to strengthen interpersonal relationships, collaboration, and synergy among team members.

Through creative and engaging experiences, a Team Building event fosters::

- · The development of deeper connections,
- · Improved communication,
- · Strengthened trust,
- · Greater efficiency and organizational agility,
- Encouragement of creativity and innovation.

Each event is always customized and carefully designed in partnership with the requesting area, taking into account organizational culture, business challenges, and the team's current context.



"Teamwork begins with building trust.

Where there is trust and cooperation, any challenge can be overcome!"



#### **EXECUTIVE COACHING**

Whether leading teams or managing a career, having the support of a professional coach can be invaluable in refining strategies, enhancing self-awareness, and developing emotional intelligence.

Using a constructive and results-oriented approach, the role of a coach is to facilitate the client's learning and self-discovery, fostering the behavioral and leadership skills necessary to achieve career goals.

The focus is on future possibilities. And how to turn them into reality.

### **MENTORSHIP**

Mentoring is a partnership and a learning journey.

Drawing on my professional and academic experience, I offer mentoring in:

- Career Management /career transition;
- Business strategies;
- Purchasing & Supply Chain;
- · Team leadership;
- · Communication skills.

## **LECTURES**

- Resilience and Emotional Intelligence
- Culture of Trust & Psychological Safety
- Agile Leadership:
  New times, new ways of leading
- Protagonism and Women's Leadership
- Accountability:
  The power of responsibility and commitment
- Change Management

In person or Online!



A professional with 20 years of experience in Purchasing & Supply Chain and People Development Programs. Executive experience in major multinational industries, including: Volvo Group, Votorantim Cimentos and

American Axle & Manufacturing.

Since 2023 at the head of *Ketty Cipullo Human & Organizational Development*, ffacilitating training sessions, workshops, and lectures while supporting leadership growth through Executive Coaching and Career Mentoring.

Guest instructor at ISAE Business School (FGV affiliated).

Board Member at ABRH (HR Brazilian Association).

Executive Coach certified by ICI - Integrated Coaching Institute (ICF approved program).

International Business Bachelor's degree And specializations in:

Organizational Psychology (PUC-PR),

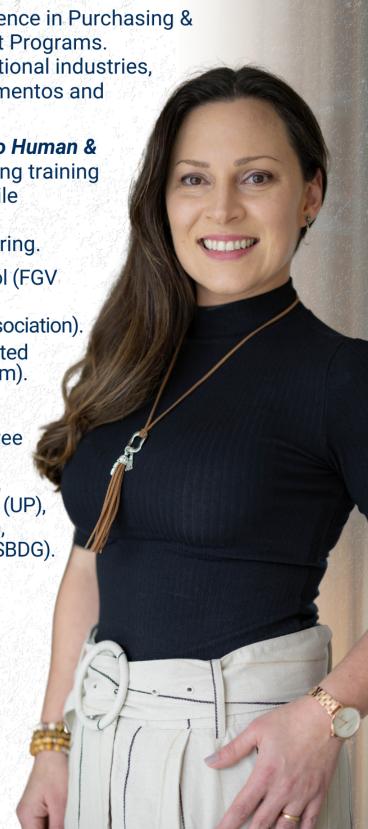
Business Planning and Management (UP),

Executive and Careers Coaching (ICI),

Group Dynamics and Development (SBDG).

Master's student in Administration - Strategies in Organizations at PUC-PR.

Fluent in English with international professional experience.



#### Partners:



















































"My purpose is to support people's development, enhance talents, and accelerate careers and businesses"













