

EHRHARDT, Giovanni

Nationality Portuguese and Brazilian

Position Senior Associate

Academic and professional qualifications

- ✓ M.Sc. in Business Administration, Federal University of de Santa Catarina, UFSC, Florianópolis, Brazil, Certified 2002.
- ✓ MBA Master of Business Administration, Graduate School of Management at University of Dallas, Dallas, Texas – USA 1998-1999. Thesis (Global Alliance Strategic Model - The GAME - Global Alliance for Management Education Case). Certified by Fulbright Commission, Lisbon 2003.
- ✓ GSM Bridge Program - Business Administration, Graduate School of Management at University of Dallas, Dallas, Texas – USA 1997-1998. Certified by Fulbright Commission, Lisbon 2003.
- ✓ Business Administration, Federal University of de Santa Catarina, UFSC, Florianópolis, Brazil, 1984-1989.
- ✓ Member of the Portuguese Institute of Internal Auditors (IPAI) since 2004. Elected member of the Board of Directors 2006/2007 - Professional Education Committee.
- ✓ Certified Instructor - American Red Cross USA, since 1999.
- ✓ Certified TQM - Total Quality Management Consultant - UK
- ✓ Member of the Board of Directors of AWTCP - World Trade Center Association of Oporto 1994/1996.
- ✓ Member of the Board of Directors of APPCE – Portuguese International Trade Association – 1990/1996.

Professional and business experience

- ✓ Advisory Services – Performance Improvement: Performance Appraisal, Performance Management and Project Investments for the Public Sector and ONG's.
 - Performance Management:
 - Developing people-driven principles and processes to guide the organization from its current state to a new state.
 - Development of strategies, people-related performance measures required to motivate and manage employee performance in support of business objectives and strategy.
 - Establishing the control and co-ordination activities to manage projects successfully.
 - Developing tools and templates to support projects and achieve successful outcomes.
 - Ensuring that project business benefits and performance improvement are achieved throughout the project's lifecycle and beyond.
 - Strategy & Readiness and Organization Structure & Design:
 - More than 15 years of diversified experience as a consultant in various projects, including auditing assignments, analysis and reorganization of processes, preparation of application packages for investments incentives.

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- Auditing
- Independent Consultant and Auditor for The Portuguese Government under the European Union regulations for the European Structural Funds (Regional Development, Fishing, Agricultural Funds and INTERREG IIIC and LEADER Initiative). Support to the Investment and Studies Office at the Regional Department of Agriculture of Algarve - Ministry of Agriculture, Rural Development and Fishing - Consultancy in the area of the Inter-regional Communitarian Cooperation – INTERREG IIIC, Training and Professional Development. Support to Investment Reports, study and promotion of information spread on Agriculture and Rural Development. Independent Consultancy for development of Projects in the areas of Administrative Modernization, Training and Education Projects, New Technologies, Rural Development Plans at CCDRN – Regional Co-ordination and *Development* Commission for Portuguese North Region - Minister of Environment, Territory Administration and Regional Development.
- Capability & Training and People and Change:
 - Senior Consultant and Adviser – Education Projects, Executive Training and Professional Development, Information Technology and e-Business Consulting and Advising Services and CPA.
 - Visiting, Associated Researcher, Invited Lecturer for many Undergraduate and MBA Programs at Higher Institutes and Universities Nationally and international:
 - From 1989 e 2006 developed research and teaching activities at several higher educations¹. Ex.:
 - Associated Researcher at SOCIUS - Research Centre in Economic Sociology and the Sociology of Organizations - School of Economics and Management (ISEG) / Technical University of Lisbon (UTL), Lisbon, Portugal, since 2006.
 - Associated Researcher at Research Center for Work, Health and Organizational Effectiveness, HEC Montréal, Canada, since 2005.
 - Visiting Professor of e-Business Capstone and Adjunct Coordinator of the MBA on Digital and Interactive Business Program at ASIT - Advanced School of Internet Technology at - Brazilian Institute of Informatics Research (IBPI), São Paulo, Brazil, 2001 to 2003.
 - Research and Assessment Studies on e-Business and Digital and Interactive Business at ASIT - Advanced School of Internet Technology, São Paulo, Brazil, MERCOSUR and South American Region.
 - Research and Assessment Studies on Quality Evaluation of Economic Development,

¹ Detail information at on-line Government Platform “Lattes - CNPq”: www.lattes.cnpq.br – search for : Giovanni Ehrhardt

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- Installation and Maintenance of Transmission Line Project for Pirelli's Fiber Optical Cable (OPGW) in Brazil and South American Region.
- Visiting and Associated (2004) Researcher at Research and Studies Institute of Business University Administration (INPEAU) at Federal University of de Santa Catarina, UFSC, Florianópolis, Brazil, since 2001.
 - Research and Assessment Studies on Marketing and Technology at Institute of Business University Administration (INPEAU) at UFSC. MERCOSUR and South American Region.
- Vice President for Education at United Nations Association - Dallas Chapter 1999/2001.
- University of Dallas (1997-2000)
 - Served as a volunteer in the Strategic Planning Committee. Adviser at The Vice President for Advancement Office for the fundraising:
 - Co-Chair of the Scholarship Committee (1999/2001).
 - Invited Lecturer for the MBA Program at Graduate School of Management.
- Invited Lecturer and Adjunct to the Coordinator for the International Summer Seminar at Higher School of Economics, Oporto University [FEP/UP] – Portugal 1989/1995.

Employment history

- ✓ Senior Associate at PricewaterhouseCoopers. Advisory Services – Performance Improvement: Performance Appraisal and Project Investments for the Private, Public Sector and ONG's since 2006.
- ✓ Independent Auditor for The Portuguese Government and European Union – European Structural Funds (Regional Development, Fishing, Agricultural Funds) at the Office of Auditing – Structural Funds Area – IFADAP/INGA – Ministry of Agriculture, Rural Development and Fishing. 2002 – 2006.
- ✓ Consultancy in the area of the Inter-regional Communitarian Cooperation – INTERREG IIIC, Training and Professional Development. Support to Investment Reports, study and promotion of information spread on Agriculture and Rural Development at the Regional Department of Agriculture of Algarve - Ministry of Agriculture, Rural Development and Fishing. 2002.
- ✓ Senior Consultant at Meta Group Information Technology and e-Business Consulting and Advisory Services - São Paulo Market (USA) Education Projects, Executive Training and Professional Development, Information Technology and e-Business Consulting and Advising Services and CPA. 2001 – 2002.
- ✓ University of Dallas (1997-2000). Served as a volunteer in the Strategic Planning Committee. Adviser at The Vice President for Advancement Office for the fundraising:
 - Advancement Associate for Special Project at the Office of the Vice President for Advancement.
 - Distance Learning Specialist at Graduate School of Management.
 - Invited Lecturer for the MBA Program at Graduate School of

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Management.

- ✓ Director at the AWTCP - World Trade Center Association of Oporto - Secured the approval of a program of consultancy in Agro-Business between Spain, France and Portugal through European Funds and World Bank. 1994 - 1996
- ✓ Director of the Strategic Business Unity SBU – Special Projects at CNS – Companhia Nacional de Serviços, S. A. - Development of strategies for business and operational efficient plans to business consultancy and professional development. 1993-1996.
- ✓ Trainee Researcher - Economic Development for small to medium sized business at Oporto Industrial Association [AEP] Development and execution projects of data gathering and analysis to allow the characterization and evaluation of the respective market. 1990.
- ✓ Regional Planning Technician at CCDRN – Regional Co-ordination and *Development* Commission for Portuguese North Region - Minister of Environment, Territory Administration and Regional Development. 1989 – 1993.
- ✓ Marketing Specialist for the Brazilian Market at Matsushita Japanese Group– National/Panasonic 1988.

Other information's

- ✓ Spoken Language:
 - Fluent in English, good knowledge in Spanish.
- ✓ Diploma of Basic Competences in Information Technology (European DBC)