

# Or Arieli



Or Arieli -M.Sc.  
Someone To Think With-  
People & Change

## Senior people advisor for growing companies

- ✓ Senior Organizational & Managerial consultant
- ✓ Senior Career Advisor
- ✓ Mediator

Office: 972-54-6765150  
contact@orarieli.com

<https://www.orarieli.com/>  
[il.linkedin.com/in/orarieli](https://www.linkedin.com/in/orarieli)

## My Vision

People are at the heart of any business venture and activity. Achieving outstanding results requires the ability to inspire, motivate and empower people to invest their efforts and imagination in a common goal of excellence. This can only be achieved in an environment of trust and support. Creating this environment is the true role of leadership in management. My aim is to use my skills, abilities and considerable experience in MNC & local organizations to help people & companies grow and develop.

## Professional Strengths and Skills

Having worked in senior executive roles in several organizations, I have extensive experience as an international HR executive leader, with a proven record of consistently achieving substantial organizational development goals within extremely complex operations.

And I use that experience for creating and implementing HR methodologies and development strategies at a global level, together with the direction and guidance of cross-functional, multi-cultural teams.

Over the years, I have developed and refined the skills to identify and nurture key people and drive performance, combined with an entrepreneurial vision that thrives on challenges. I am always on the look-out for key "People & Change" projects, in dynamic organizations that wish to maximize their market potential.

## Expert in

- People & HR Strategy for growing companies and start-ups
- Change Management in varied areas: Structural, Organizational & Managerial
- Organizational Development (OD)
- People & Technology: Digital Transformation
- Talent Management, Leadership Development, and Organizational Excellence
- Employee Engagement
- Mergers and Acquisitions- HR Due Diligence
- Corporate Professional Roles & Responsibilities
- Global Management Best Practices & Methodologies

## Member of the Advisory Board

Frenn-Future of talent- <https://www.frenn.io/>- [start-up](#)

## Customers, 2013-2022

- Security Matters - <https://www.smx.tech/home>- [start-up](#)
- The Israeli Medical Association - career advisor for doctors- <https://www.ima.org.il/eng/>
- Shaare Zedek Medical Center
- Experis - Manpower Group Solutions, Israel
- Meuhedet - The third-largest health fund in Israel
- Leumi Card Ltd
- TNUVA
- Chemitec - Advanced Medical Solutions
- MGS- Manpower Group Solutions, Israel
- R.B. Cereal Products LTD
- Femi Premium & Davidoff Group
- Business Executives - VPs, directors, small business owners
- Gilro- <http://www.gilro.co.il>

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## Background and Experience

### Or Arieli - Someone To Think With-People & Change, 2013-2022, Freelancer

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### VP, HR Head of Osem Group-Nestle, 2006-2012

Revenue: USD 1 Billion , Employees: 4,900

- Led the HR function as an active and effective Business Partner.
- Shaped the HR Strategy and HR leadership of the group.
- Implemented Nestlé HR Best Practices & Methodologies to support the achievement of business objectives.
- Was instrumental in implementing Organizational Excellence in all areas, especially in supporting the Operations Function and factories by completely taking on the role of leadership and partnership.
- Prepared the organization for change management processes.
- Helped in developing plans to meet the organization's business needs such as integration of units and processes, restructuring, personnel issues, technology projects, etc.
- Developed and implemented Talent Management strategy, policy and processes such as: Performance Evaluation, Talent Assessment, Succession Planning, Performance Improvement Plan, 360 Feedback, etc.
- SAP-HR Implementation & Change Management officer for all streams.

### Director of the HR Development Dept., Clalit Health Services (Israel's largest and leading HMO)

*Responsibilities included:*

- Managing the Organizational Training Center, training and management development, recruitment, personal development, internal communication, research and assessment.
- SAP-HR implementation & Change Management officer for all streams.

### Lieutenant Colonel (Ret), Israel Defense Forces

Military service, covering a variety of command, training and senior roles at headquarters.

## Education

- **M.Sc. in Management Sciences**, specializing in **Organizational Behavior & Management Consulting**, The Recanati Graduate School of Business Administration, Tel Aviv University, Israel
- **MA in Political Science & Strategic Studies**, Haifa University, Israel
- **Executive Master's Program in Contemporary Asia**, Tel Aviv University
- **Nestle Executive Education: Senior HR Programme**, Rive-Reine, Switzerland
- **Executive Education: Leadership Development Programme**, London School of Business, UK