

Organización invertida para la reinversión del negocio

por Andrey Luján

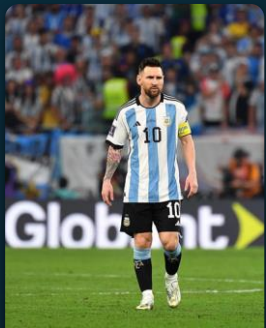


Andrey
Luján





Globant ►



CONVERGE



We're the **visionary** builders

behind some of the world's
most innovative technologies.

Secret Sauce

Crear Equipo

1.



Construir una arquitectura organizacional efectiva

2



Generar líderes como Arquitectos para que la visión de la compañía suceda.

3.



Generar una cultura con valores compartidos asociados a un propósito

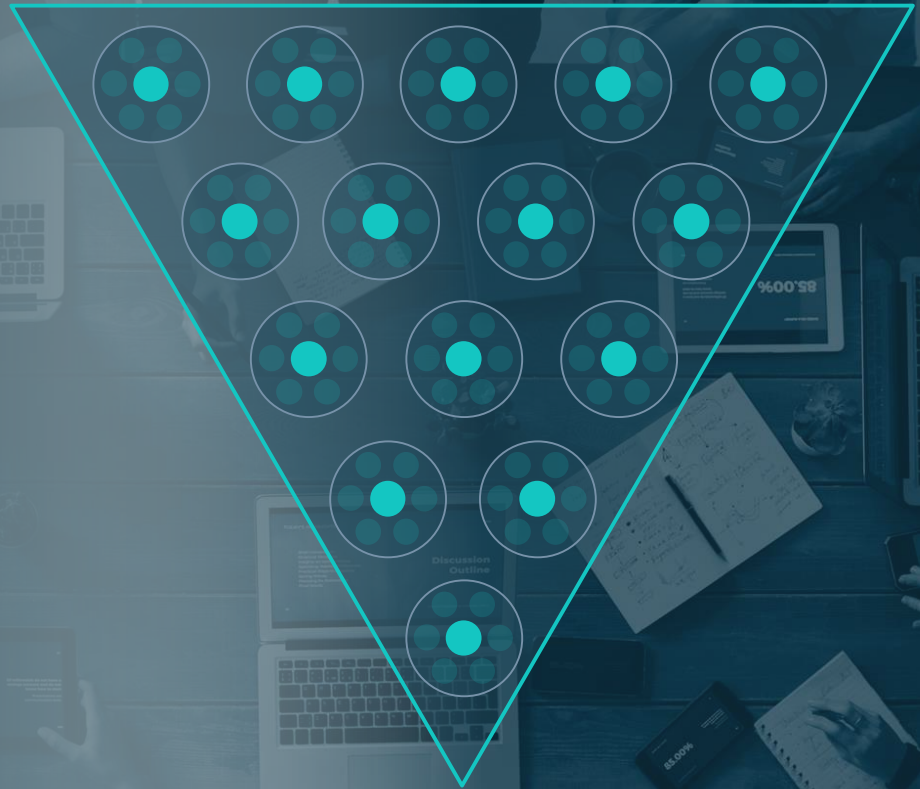
1.

Construir una arquitectura organizacional efectiva



Hay otra manera...

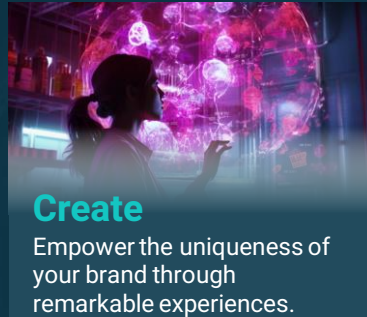
La pirámide invertida



Our Studio Networks

Reinvent

Shake up the game for businesses through deep industry and tech expertise.



Create

Empower the uniqueness of your brand through remarkable experiences.



Digital

Harness disruptive tech to put your business at the forefront.



Enterprise

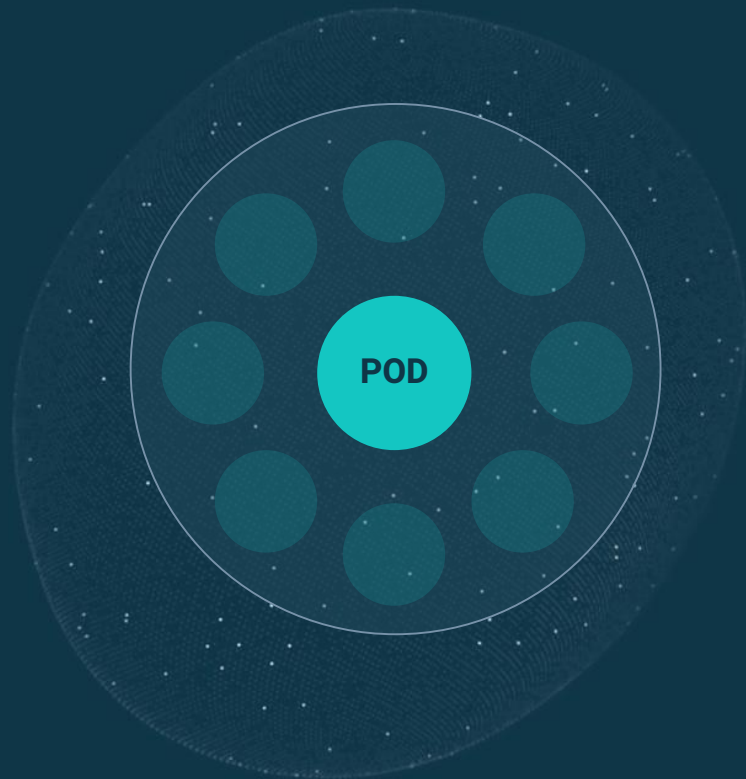
Leverage tailored tech for streamlined operations and productivity at scale.

Conjunción de conocimientos de studios unidos en un **POD**



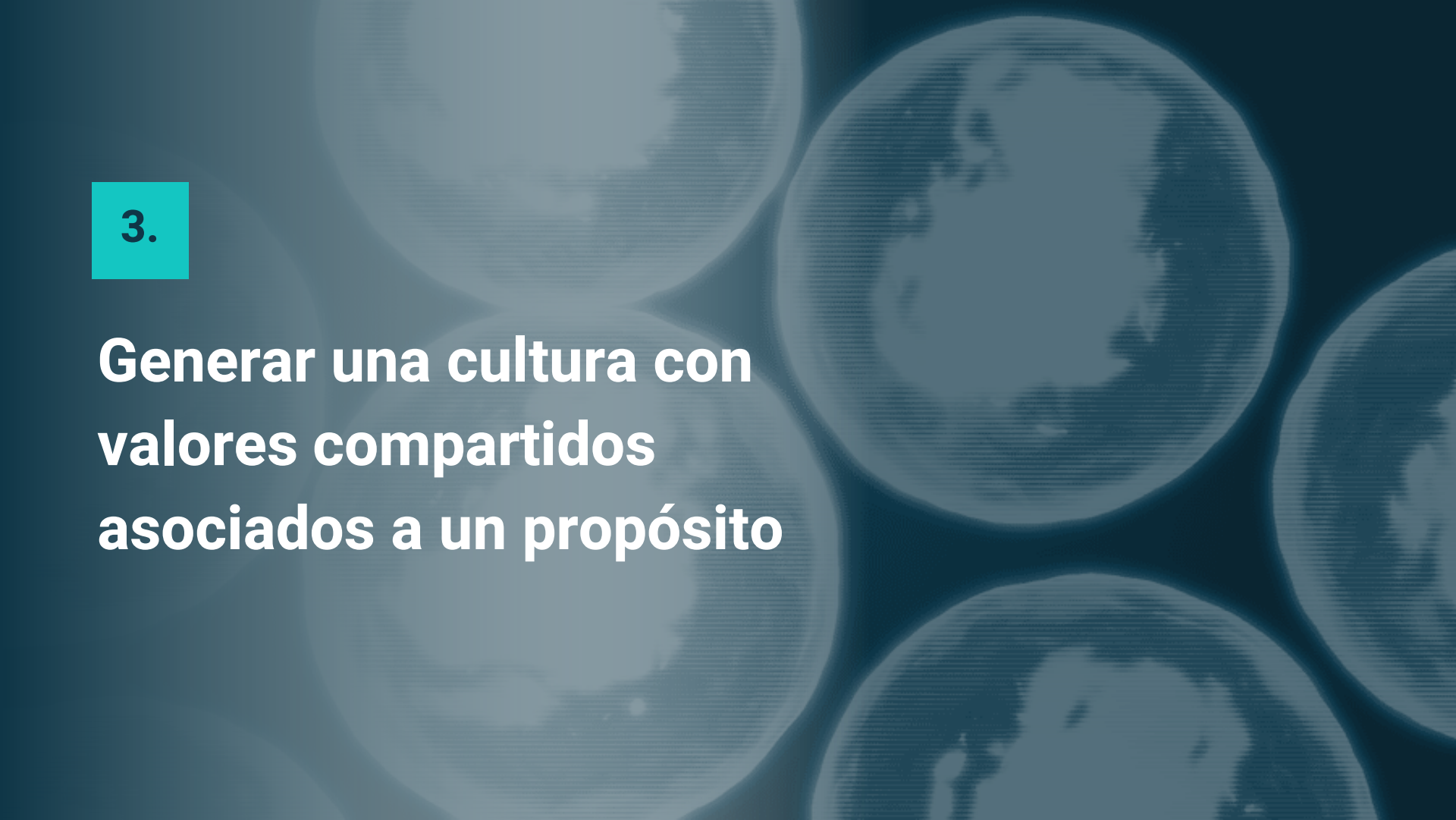
2.

**Generar líderes
como Arquitectos
para que la visión de
la compañía suceda**



Una cultura de Colaboración

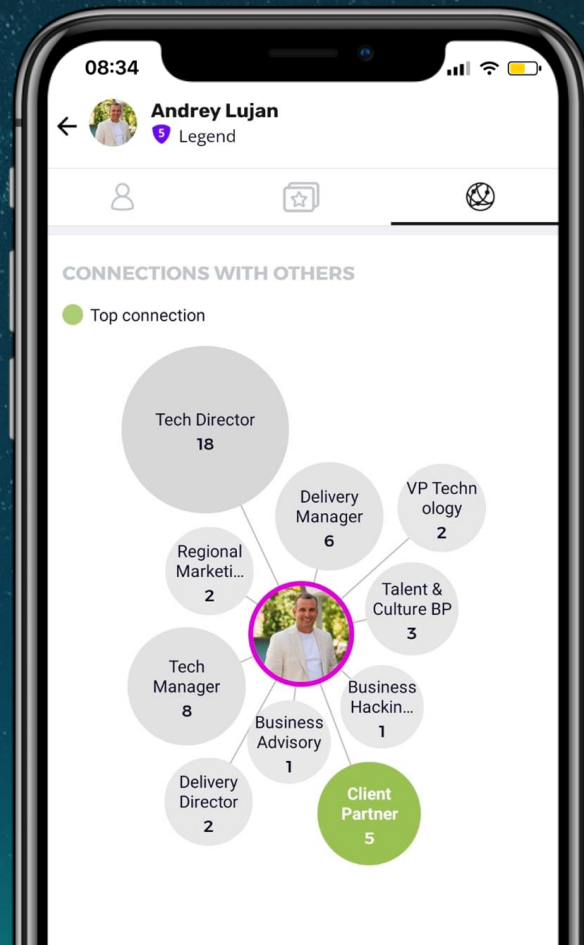




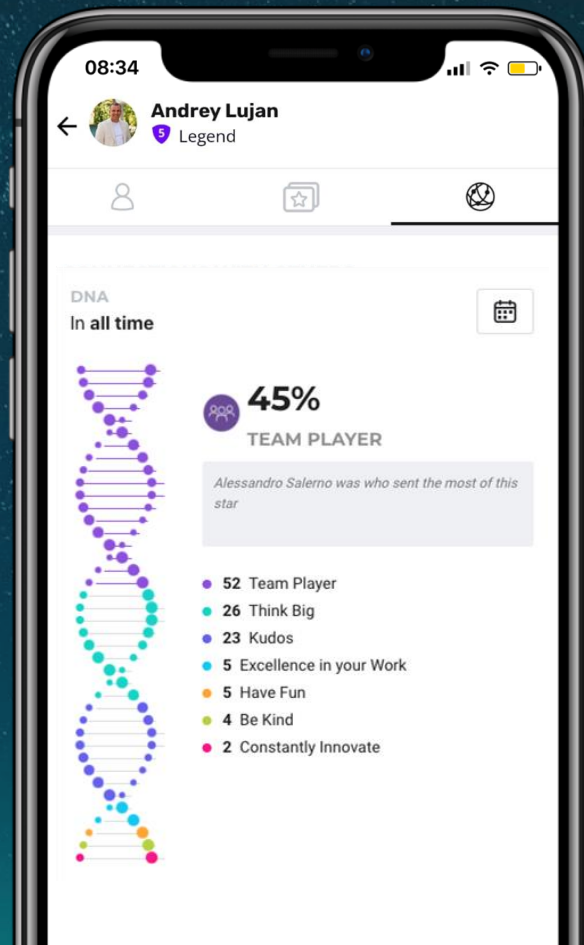
3.

**Generar una cultura con
valores compartidos
asociados a un propósito**

StarMeUP



StarMeUP





Guillermo Meyer

DNA

In all time



49%

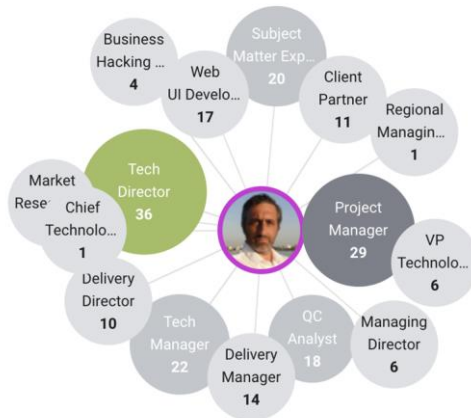
HAVE FUN

Mariana Eppenstein was who sent the most of this star

- 322 Have Fun
- 111 Excellence in your Work
- 79 Team Player
- 62 Kudos
- 53 Think Big
- 29 Constantly Innovate
- 7 Be Kind

CONNECTIONS WITH OTHERS

● Top connection

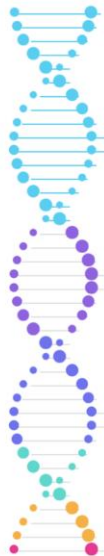




Juan Jose Canci

DNA

In all time



40%

EXCELLENCE IN YOUR WORK

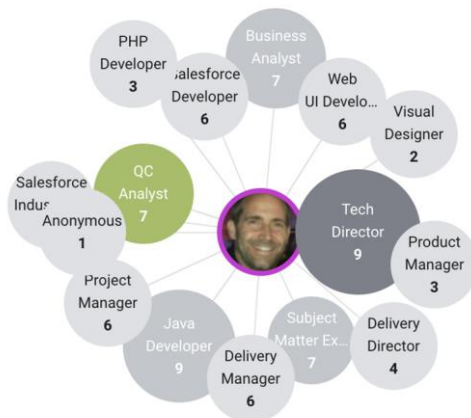
Raul Andres Gomez Ramirez was who sent the most of this star

- 69 Excellence in your Work
- 36 Team Player
- 35 Kudos
- 15 Think Big
- 12 Have Fun
- 4 Constantly Innovate
- 2 Be Kind



CONNECTIONS WITH OTHERS

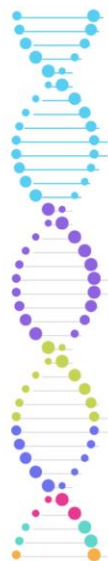
Top connection





Agustina Shinji

DNA
In all time



36%

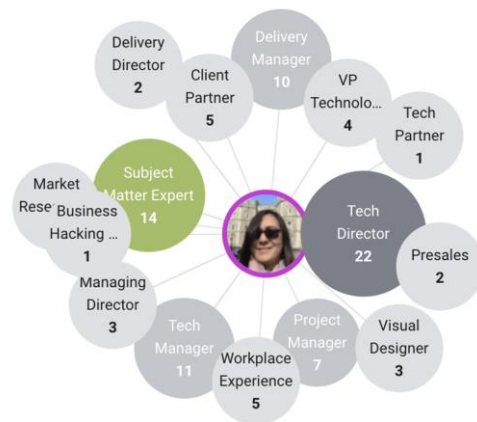
EXCELLENCE IN YOUR WORK

Hector Insua Moreira was who sent the most of this star

- 41 Excellence in your Work
- 28 Team Player
- 16 Be Kind
- 14 Kudos
- 6 Constantly Innovate
- 5 Think Big
- 3 Have Fun

CONNECTIONS WITH OTHERS

● Top connection





Leandro Ariel Coronel 

27 minutes ago ...



Constantly Innovate

Gracias por ayudarme a preparar lo que quiero transmitir en el Congreso "BAMBÚ" de Icare! Sos un capo!!



By Andrey Lujan

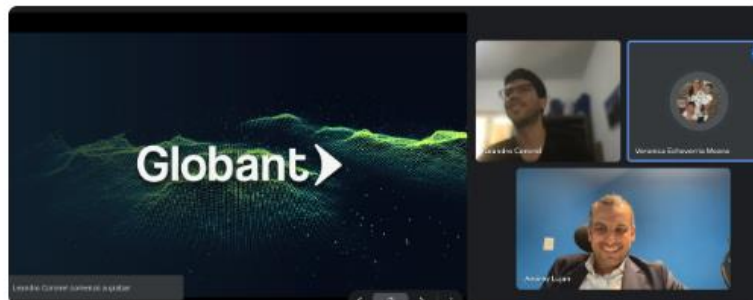
☆ 0 💬 1 ❤️ 0 ➦

Leave a comment



Andrey Lujan

16 minutes ago





1 hour ago ...



Junto con Pablo Gómez Socio de PwC Chile, Florencia Iglesias Gerente de Personas y Organización Empresas CMPC. Preparando nuestra exposicion en el congresos "Bambú" de ICARE Chile. Gracias a todos Uds. por ayudarme en prepararme al máximo!



By Andrey Lujan

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¡Gracias!



Andrey Luján
Managing Director Globant Chile

