



**Ruby Palma** is Founding President and Principal Partner, and Certified Learning Coach of **Leadership in Motion** (LIM) Global Philippines. She is an ICF Certified Coach (AAC) and has over 20 years of business management experience in a multinational environment, including 5 years of International Strategic Learning and Development and Organizational Development experience with global management teams and 3 years in the government.

A big picture thinker, expertise includes keen sensitivity and ability to coach executives, mentor leader coaches, develop and motivate high performing teams, and a flair for understanding individual and organizational values that season the human resources and leadership functions.

Ruby was Asia's rep to the Global Learning and Development (GLAD) network where along with representatives from different regions of the world, she worked in the implementation of global L&D programs. As Regional L&D Director and HR Director of AstraZeneca Pharmaceuticals in Asia Pacific, she designed the strategic learning agenda, ensuring robust development options for 14 markets in the region. As HR Director, she played a strategic role in the merger and integration of a number of pharmaceutical companies, drove the evolution of the new culture, led change initiatives, and supported successful career transitions. She managed a team of 20 to design and deliver the HR competency based systems and policies on recruitment, assessment, learning and development, compensation and benefits management, organizational development and career and succession planning.

Ruby earned her Business degree in Economics from the University of the Philippines, Diliman and MBA degree from the Ateneo De Manila Graduate School. She later on took a post degree management course from IMD in Switzerland. She was conferred Outstanding Professional Award in the field of social sciences and human ecology by the UPAAV. Ruby is certified to administer the Myers Briggs Type Indicator, EQi2, and the DISK assessments.

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