

## Ricardo Porém



### Vita

Ricardo Porém combines the activity of Managing Partner at EFFECTIVE with the design of intervention processes and customer management. Since 2000, he has carried out his consulting activity in different projects in Portugal and abroad.

Ricardo graduated in Psychology and holds a post-graduate qualification in Organizational Behaviour and an Executive MBA from ISCTE Business School. He is a strategy facilitator, certified by Metaplan International. Currently, he is concluding his international certification in Executive Coaching from ICF.

### Focus areas

### Contact information

**E:** | **P:** | **F:** | **M:**