

**JORGE NIETO**  
Candidate for Phase II Certification

**Adizes Guadalajara**

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Born in San Salvador, El Salvador, Jorge attended the American School from elementary to high school where he learned and lived much of the American culture. He then went to College at FIU, in Miami, Florida, where he graduated in 2002 with a B.S. in Business (Finance Major).

During his college years he worked as an intern in Merrill Lynch and before as a Relationship Manager in Citibank, N.A., dealing with midsize international companies.



Immediately after college, Jorge took a year off from professional work to attend a Catholic Missionary program where he worked with teenagers in leadership and charity activities in Guadalajara, Mexico.

In 2004, Jorge returned to El Salvador and worked and co-founded Giga-Optics, a communications company that constructed a fiber optical ring in San Salvador, the capital. After a couple of years and hard work growing the business, the company was sold to a much larger communication group.

In 2007, Jorge and his wife founded their own company in El Salvador and in Guatemala and opened 4 stores in important shopping malls, in alliance with a Mexican franchise. Simultaneously, they opened a party rental equipment business.

The four stores were sold in 2015 and in July 2016, Jorge and his wife moved back to Guadalajara, Mexico, where he is initiating into the Adizes world. Besides integrating Synerteams, Jorge is the link between the Adizes branch in Guadalajara and the Institute in Santa Barbara and supervises the managerial work in the office. Jorge's rental business is still operating successfully under his supervision in spite of the distance.

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