



Fernando Arizti

## Mexico

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Argentina  
Australia  
Azerbaijan  
Belarus  
Bosnia-Herzegovina  
Brazil  
Canada  
Croatia  
Georgia  
India  
Israel  
Kazakhstan  
Latvia  
Lithuania  
Moldova  
Mexico  
Poland  
Russia  
Serbia  
Slovenia  
Thailand  
Turkey  
U.S.A.  
Ukraine

A native of Mexico City, Fernando studied elementary, middle and high school in Lasallian and Marist Schools. After finishing primary school, he studied for one year at Linton Hall Military School, in Bristow, Virginia, USA.

Fernando earned a Bachelor in Administration at La Salle University in Mexico City, graduating in 1984.

In 1982 he began working in Human Resources, working for companies such as Ford Motor Company (Mexico City), Pioneer Hi-bred International (Guadalajara), Flextronics (Guadalajara) and Yazaki (Monterrey).

In 1997 Fernando received an invitation from Flextronics to work on the project of starting a new plant in México (Guadalajara) from "Green Field" as head of the Human Resources Department. Upon his departure in 2007, the company had more than 20,000 employees in Guadalajara and other cities in Mexico.

Since 2011 Fernando worked for the Japanese company Yazaki in Monterrey as Director of Human Resources. Yazaki holds +60,000 employees in +60 different sites around the Mexican Republic, Nicaragua and El Salvador. Fernando led Human Resources for a project which consolidated 35 plants into a single company name. Fernando created and led the Change Management and labor strategies to achieve this.

In addition to understanding business culture in American and Japanese companies, he also became familiar with German industrial culture as a result of his collaboration over 2 years at the ZF Sachs organization (2009-2010), in their Mexican plants.

Fernando has participated in several different industrial associations such as the National Chamber of the Electronics Industry (CANIETI), the Industrial Association of El Salto (AI-SAC), and the Automotive Cluster of Nuevo León (CLAUT).

Recently he joined the Adizes team as an associate combining his +35 years experience in Human Resources Management with his experience implementing the Adizes methodology.

Fernando is married to Flavia Bonilla and has 4 children (2 girls, 2 boys) and 3 grandchildren (all boys).

