GABRIEL ALEJANDRO SILVA-ATENCIO

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EXECUTIVE RESUME

My professional experience and background are in the Technological and Management Industry as Director, Executive, Advisor, Consultant, Board Advisor, Portfolio/Program & Project Manager for solutions that add value for global customers and allow them to reach their strategic goals in the digital era; also I have strong competence in value chain process (E2E) from marketing, sales, projects, managed services, customer support, training, and others in areas as Telecommunications, Banking/Finance, Education, Public Sector, Pharmaceutical/Medical Industry, Logistic /Manufacturing, Retail, and others.

EDUCATION

2022 - 2023	**CLAUSTRO DOCTORAL HONORIS CAUSA** Doctor Honoris Causa (PhD).	**MEXICO**
2015 - 2020	**INSTITUTO TECNOLOGICO DE COSTA RICA** Doctor in Business Management (PhD).	**COSTA RICA**
2017 - 2018	**UNIVERSIDAD LATINOAMERICANA DE LA CIENCIA Y TECNOLOGIA (ULACIT)** Specialization in Innovation Management & Change.	**COSTA RICA**
2003 - 2005	**INCAE, BUSINESS SCHOOL** Master's in business administration (MBA), specialization in Industry & Technology and Banking & Finance.	**COSTA RICA**
2000 - 2003	**UNIVERSIDAD CATOLICA ANDRES BELLO** Magister in Project Management.	**VENEZUELA**
1990 - 1996	**UNIVERSIDAD NACIONAL EXPERIMENTAL POLITECNICA ANTONIO JOSE DE SUCRE** Systems Engineer.	**VENEZUELA**

CERTIFICATIONS

- AWS: AWS Certified Cloud Practitioner (CLF-C01).
- Certiprof: Scrum Product Owner Professional Certificate (SPOPC), Scrum Advanced Professional Certificate (SAPC), Artificial Intelligence Professional Certificate (CAIPC), Artificial Intelligence Expert Certificate (CAIEC), AI for Leaders Professional Certification (AIFLPC), Generative AI Professional Certification (GAIPC), AI Risk Management Professional Certification (AIRMPC), DevOps Advanced Professional Certificate (DAPC), Lead Cybersecurity Professional Certificate (LCSPC), Blockchain Professional Certificate (BCPC), Digital Marketing Professional Certificate (DMPC), Big Data Professional Certificate (BDPC), Innovation Management Professional Certificate (IMPC), Design Thinking Professional Certificate (DTPC), Agile Coach Professional Certificate (ACPC), Remote Work and Virtual Collaboration Certificate (RWVCPC), Lean Six Sigma Black Belt Professional Certificate (LSSBBPC), Lean Six Sigma Green Belt Professional Certificate (LSSGBPC), ISO 27001 Certified Lead Implementer (I27001CLI), ISO 27001:2022 Lead Auditor (I27001LA), ISO 27001:2022 Internal Auditor (I27001LA), ISO 27001:2022 Lead Auditor (I27001LA), ISO 27001:2022 Internal Auditor (I27001LA), ISO 22301 Lead Auditor (I22301LA), ISO 22301 Internal Auditor (I22301IA), ISO 20000 Lead Auditor (I20000LA), ISO 20000 Internal Auditor (I20000IA), Design Sprint Certification (CPDSC), Agile HR Certified Professional (AHRCP), Agile Leader Professional Certification (ALPC), Data Storytelling Professional Certification (DSTPC), Business Model Canvas Professional Certification (BMCPC), Business Agility Professional Certification (BAPC), ISO 9001:2015 Lead Auditor (I9001LA), Lean Product Discovery Professional Certification (LPDPC), Software Project Leader Professional Certification (SPLPC), Scaled Scrum Professional Certification (SSPC), Ethical Hacking Professional Certification (CEHPC).
- INTEL: Lead Coach of AI for Youth Program.
- Cisco Systems: Cisco Lifecycle Services: Advanced IP Communications, Security, Wireless LAN, Routing & Switching, Cisco Sales Expert, Advanced Security for AMs, VPN Security.
- ISACA: Certified Information Systems Auditor (CISA), Certified Information Security Manager (CISM), Certified in Risk and Information (CRISC), Certified in the Governance of Enterprise IT (CGEIT), COBIT 2019 Design and Implementation, Cybersecurity Fundamentals (CSX).
- CompTIA: SecurityX, Security+, CySA+, Pentest+, Security Analytics Professional (CSAP), Security Analytics Professional (CSAP), Network Vulnerability Assessment Professional (CNVP), Network Security Professional (CNSP), Security Analytics Expert (CSAE), Secure Infrastructure Expert (CSIE).

- PECB: Certified ISO/IEC 27035 Senior Lead Incident Manager, Certified ISO/IEC 22301 Senior Lead Implementer, Certified ISO/IEC 27032 Senior Lead Cybersecurity Manager, Certified Digital Transformation Officer (CDTO), Certified ISO 37001 Senior Lead Implementer, Certified ISO 42001 Senior Lead Implementer.
- PeopleCert: ITIL 4 Foundation; ITIL 4 Specialist: Create, Deliver and Support; ITIL 4 Strategist: Direct, Plan and Improve; ITIL 4 Specialist: Drive Stakeholder Value; ITIL 4 Specialist: High - Velocity IT; ITIL 4 Managing Professional; ITIL 4 Specialist: Plan, Implement and Control; ITIL 4 Leader: Digital & IT Strategy; ITIL 4 Strategic Leader; ITIL 4 Practice Manager; ITIL 4 Master.
- The Open Group: TOGAF® Enterprise Architecture Practitioner.
- PMI: Project Management Professional (PMP).

ACADEMICAL AND RESEARCH EXPERIENCE

Jul. 20 – Feb. 26 LEAD UNIVERSITY   **COSTA RICA**
- Director of research and professor of master's degree programs in Project Management, Leadership, Artificial Intelligence, and Digital Transformation.

Jul. 19 – Current INCAE BUSINESS SCHOOL   **COSTA RICA**
- Master Professor in Business Analytics, Artificial Intelligence, Digital Transformation, Cybersecurity and Emeritus program.

Mar. 15 – Current UNIVERSIDAD LATINOAMERICANA DE LA CIENCIA Y TECNOLOGIA (ULACIT)   **COSTA RICA**
- Master Professor in the Information Technology program for the following courses: Data Management (IoT, Big Data, Virtualization, Cloud Computing, others), Database Management Systems (SQL Server, Oracle, others), Cybersecurity (Cryptography, Ethical Hacking, Information Security, Network and Internet Security, Blockchain, Audit Management, others) and Agile Methods, SDLC, International Finance, Risk Management, Corporate Governance and Innovation Management.
- Chair of the School of Cybersecurity.
- Senior researcher in the areas of projects and emerging technologies.

Jan. 08 – Current INSTITUTO TECNOLOGICO DE COSTA RICA (TEC)   **COSTA RICA**
- Master's Professor in the following programs: Master in Project Management (Program, Portfolio, Project Office (PMO), Project Audit, Risk Management and Advanced Finance), Specialization in Business Intelligence (Advanced Statistics, Data Mining, R and other tools), Specialization in Big Data Analytics (Implementation of Big Data solutions, BDaaS, Visualization, Platform and technological and non-technological ecosystem, Analysis of Applied Mathematics and Statistics (Bayesian theory, experimental design, probabilistic modeling, others), Specialization in Innovation Management (Innovation Strategy Formulation), Specialization in Digital Project Management (Introduction to Digital Project Management, Agile Methodology and Product Management), Specialization in Artificial Intelligence (Introduction to AI, Machine Learning, Deep Learning and Reinforced Learning) and Specialization in Cybersecurity (Computer Forensics, Ethical Hacking, Data Governance and Protection, Enterprise and Technology Architecture, COBIT, COSO, NIST and ISO).
- Chair of the following specialization programs in Artificial Intelligence, Machine Learning, Digital Transformation, Digital Projects, Cybersecurity, Cloud Computing, 5G, Virtualization, Blockchain, and Crypto assets, among others.

PROFESSIONAL WORK EXPERIENCE

Jul. 21 – Dec. 24 VMware   **GLOBAL**
Senior Manager
- Leadership of a multidisciplinary team of 10+ people worldwide, multicultural and geographically distributed to achieve business goals.
- Design, plan, and execute human talent strategies to generate high-performance teams to achieve strategic goals.
- Leader, consultant, and coach in the promotion of teamwork, self-management, self-collaboration, organizational resilience, and conflict management in the work teams in my charge and the organization in general.
- Leader, promoter, and executor of the values of commitment, focus, openness, respect, and courage in the teams and collaborators under my charge, as well as in the organization in general.
- Speaker and lecturer at events in the technology, academic, and research sectors to promote products, services, or the strategic vision of the company.
- Research and data collection on VMware telecom cloud competition from various sources.
- Design, establish, and implement competitive strategies globally.
- Incorporating qualitative and quantitative intelligence in competitive reports as part of the strategic business plan.
- Management of strategic alliances with ecosystem partners to understand the joint solution and the value proposition.
- Increased USD$ 130 million the total net income worldwide annually, by an average of 30% in Gross Profit.

May. 18 – Jun. 21 Emerson Electric   **LATIN AMERICA**
Latin America SYSS Regional Proposal Director

- Leadership of a multidisciplinary team of 65+ people in the Latin America region, multicultural and geographically distributed to achieve business goals.
- Design, plan, and execute human talent strategies to generate high-performance teams to achieve strategic goals.
- Leader, consultant, and coach in the promotion of teamwork, self-management, self-collaboration, organizational resilience, and conflict management in the work teams in my charge and the organization in general.
- Leader, promoter, and executor of the values of commitment, focus, openness, respect, and courage in the teams and collaborators under my charge, as well as in the organization in general.
- Provide sales, services & technical guidance, and direction to the proposals team (65+ people) according to the company's culture and strategic goals.
- Ensure that the sales process and order entry flow follow company guidelines.
- Manage the preparation of proposals/quotations to support the sales team.
- Develop innovative ideas and alternatives to be cost-competitive with proposals.
- Act as team manager, observing selection, development, communication, and retention aspects.
- Ensure that group objectives are aligned with Latin America SYSS objectives.
- Establish and align individual objectives to accomplish group objectives.
- Develop policies and strategies to improve the sales and operational processes and act as an integrator of the company's various processes; ensure plans are developed to mitigate risk exposure and increase the probability of winning.
- Guarantee the maintenance of price and communication policies with all the company's sales channels.
- Manage project proposals of greater complexity.
- Participate in the definitions and follow the sales and billing goals to ensure compliance.
- Responsible for promoting the interaction and managing the execution areas of a project/proposal.
- Guarantee constructive collaboration between sales, operations, and other areas in the company.
- Standardize processes, information, schedules, estimates, reports, and plans.
- Support project teams based on the PMO standards.
- Track and provide updates on the progress of the proposals.
- Protects the organization's value by keeping information confidential.
- Demonstrate the ability to influence others, from staff to senior leaders, through a strong presence, thoughtful challenges, and sound judgment.
- As required, active participation in the DOA process directly and aiding other team members.
- Collaborate on X-BU proposals.
- Proactively helps to develop future leaders

Jan. 18 – Current   **Digital2me**   **COSTA RICA**
Business Partner Director
- Advisor and consultant in the areas of Digital Strategy, Risk Management, Digital Transformation, Data Management, Business Analytics, Artificial Intelligence and Cybersecurity.

Jan. 13 – May. 18   **Ericsson**   **GLOBAL**
Head of Project Planning & Fulfillment
- Leadership of a multidisciplinary team of 15+ people worldwide, multicultural, and geographically distributed to achieve business goals.
- Design, Plan and lead digital transformation strategy, programs, and projects (E2E) in the region (Data Management, Big Data, Cloud, Blockchain, etc.).
- Assessed, designed, controlled, and developed all business, marketing strategies, and projects (current and future) inside Ericsson customers worldwide.
- Design the strategies for new products, services, managed services, and customer support and technologies in Latin America.
- Advisor, Consultant, and support to collaborators and work teams with knowledge, experience, and expertise in the areas of people management, conflict management, practice management for various business models (CoE, P&L, etc.), sales negotiation, pre-sales enablement, innovation of development solutions, and prototyping, definition of success criteria for any workflow.
- Lead the sales opportunities in pre-sales & post-sales (E2E), the strategic project for Ericsson in Latin America.
- Manage current and future merger and acquisition projects worldwide from Ericsson.
- Program Manager / Project Manager Assessor for the incoming project for the region.
- Strategic customer advisor in a solution related to Mobile Broadband, Cloud, and Disruptive technologies.
- Generate, Lead, support, and close new business and sales activities worldwide based on current and future forecasts.
- Lead the growth of Ericsson customer relationships in Latin America.

Jan. 10 – Jan. 13 **Head of Operations (COO)**   **CENTRAL AMERICA AND CARIBBEAN REGION**
- Assessed, designed, controlled, and developed all business, marketing strategies, and projects (current and future) inside

Ericsson customers.

- Lead the Central America and the Caribbean operations for projects, managed services, customer support, training, and others.
- Design, Plan, and manage the strategies related to service delivery in Latin America for Ericsson customers.
- Design, lead, and manage services and customer support based on SLA established with customers.
- Program Manager / Project Manager Assessor for the incoming project for the region.

Jun. 06 – Dec. 09   **GBM /IBM**   **CENTRAL AMERICA AND CARIBBEAN REGION**
An IBM alliance company
Key Account Manager

- Leadership of a multidisciplinary team of 10 people in the region, multicultural, and geographically distributed to achieve business goals.
- Increased in USD$ 60 million the total net incomes of the Central America and Caribbean region by year, with an average of 30% in Gross Profit.
- Assessed, designed, controlled, and developed all business, marketing strategies, and projects (current and future) inside the telecommunications area, bank and finance, manufacturing and distribution, retailing, and public sectors to the individual collaborators, work team, and the organization.

Jun. 05 – Jun. 06   **SYSDE INTERNACIONAL, INC.**   **LATIN AMERICA**
Technological enterprise in developing solutions for the finance sector
Program/Service Director (Program/Project professional services director)

- Assessed, designed, controlled, and set project plans for all issues in the project division around Latin America to increase the company's global revenues.
- Considered, organized, and leadership opportunities, programs, projects, and consulting services for the banking sector with solutions (E2E) that increase net income and customer satisfaction by over 60% YoY.
- Lead the sales opportunities in pre-sales & post-sales (E2E) for the banking sector in the Latin America Region.

Mar. 00 – May. 03   **DE JONGH COMPUTING SYSTEM, C.A.**   **LATIN AMERICA**
Consultants in Technological Solutions for Customer/Client call-in information centers and ERP Systems
(BMC Software Platinum Partner)
International Project Management

- Designed and developed customer-designed solutions to meet the demands of clients with special needs and interests. Those solutions contributed up to 60% of the company's revenue in Latin America.
- Assessed detailed project proposals in Technological Solutions, generating USD 15-50 million in sales.
- Project Manager Assessor for Genesis Laboratories and BMC Software solutions to attend to the deployment and requirement of the Telecom Operators in Venezuela (CANTV-MOVILNET, DIGITEL, and MOVISTAR-TELCEL) and Mexico (UNEFON and IUSACELL) based in the solutions developed by the company, Banking customer as Commerce Bank, Banco Mercantil, Banco de Venezuela, Banesco and others.

Jul. 96 – Jan. 00   **UNISYS CORPORATION**   **LATIN AMERICA**
Internet Banking Specialists/ Team Leaders

- Developed technological solutions for clients in Central America, facilitating the promotion of high technology in the region, thereby increasing by 40% the revenue from existing and new clients.
- Headed multidisciplinary teams of approximately 40-100 people to deliver custom-designed high-technology products.

PUBLICATIONS AND RESEARCH ARTICLES

- Assessing Privacy Benefits in the Digital Age: A Study of Tor and the Dark Web
  Journal of Applied Research and Technology
  doi: https://doi.org/10.22201/icat.24486736e.2026.24.1.2943

- IoMT Device Performance in Chronic Disease Management: A Mixed-Methods Clinical Validation in a Public LMIC Healthcare System
  Scientific Journal of Computer Science
  doi: https://doi.org/10.64539/sjcs.v2i1.2026.406

- Open-RAN: Emerging Trends and Impact on the Telecom Sector in the Digital Age
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewFSI62026039

- Extending the TOE Framework for Digital Twin Adoption in Latin American Project Management
  Ingeniería e Investigación

doi: https://doi.org/10.15446/ing.investig.120958

- Industrial Clusters and Nearshoring: A Cross-Sectoral Analysis of Mexico's Competitive Advantage
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewFSI62025963

- Quantifying AI Autonomy: A Multidimensional Framework for Agentic AI Governance and Risk Assessment
  Artificial Intelligence and Applications
  doi: https://doi.org/10.47852/bonviewAIA52026694

- Synthetic Data in AI: Performance Gains versus Hallucination Risk
  Artificial Intelligence and Applications
  doi: https://doi.org/10.47852/bonviewAIA52026620

- Beyond Binary: Adaptive Frameworks for Autonomous AI Governance
  Artificial Intelligence and Applications
  doi: https://doi.org/10.47852/bonviewAIA52026790

- AI-Driven 5G Networks: Federated Optimization for Sustainable Telecommunications
  Artificial Intelligence and Applications
  doi: https://doi.org/10.47852/bonviewAIA52025450

- Digital Banking as a Catalyst for Sustainable Development: Integrating Financial Inclusion, ESG, and CSR
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewFSI52027385

- Cloud adoption in emerging economies: A Costa Rican RBV-SAM Analysis
  Proceedings of the 5th LACCEI International Multiconference on Entrepreneurship, Innovation and Regional Development (LEIRD 2025)
  "Entrepreneurship with Purpose: Social and Technological Innovation in the Age of AI"
  doi: https://dx.doi.org/10.18687/LEIRD2025.1.1.114

- Blockchain governance for transparent public procurement in Costa Rica
  Proceedings of the 5th LACCEI International Multiconference on Entrepreneurship, Innovation and Regional Development (LEIRD 2025)
  "Entrepreneurship with Purpose: Social and Technological Innovation in the Age of AI" ·
  doi: https://dx.doi.org/10.18687/LEIRD2025.1.1.113

- Redefining fashion through disruption: Technological advances in the industry 5.0 paradigm
  Proceedings of the 5th LACCEI International Multiconference on Entrepreneurship, Innovation and Regional Development (LEIRD 2025)
  "Entrepreneurship with Purpose: Social and Technological Innovation in the Age of AI"
  doi: https://dx.doi.org/10.18687/LEIRD2025.1.1.112

- Industry 5.0 and AI-powered competitiveness: Redefining business models for the future
  Proceedings of the 5th LACCEI International Multiconference on Entrepreneurship, Innovation and Regional Development (LEIRD 2025)
  "Entrepreneurship with Purpose: Social and Technological Innovation in the Age of AI"
  doi: https://dx.doi.org/10.18687/LEIRD2025.1.1.111

- Deepfake in Digital Business: Systematic Review of Strategies
  Artificial Intelligence and Applications
  doi: https://doi.org/10.47852/bonviewAIA52025448

- Generative AI's Sociotechnical Evolution: Scaling Limits, Governance Gaps, and Sustainable Pathways
  EAI Endorsed Transactions on AI and Robotics
  doi: https://doi.org/10.4108/airo.10075

- Quantum AI for Dark Web Narcotics Detection: A Hybrid Cybersecurity Framework
  EAI Endorsed Transactions on AI and Robotics
  doi: https://doi.org/10.4108/airo.10248

- Predictive Artificial Intelligence Models in the Early Identification of Diabetic Retinopathy
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewAIA52025555

- Blockchain-Enabled Anti-Corruption Frameworks for Public Procurement: A Latin American Case Study
  EAI Endorsed Transactions on Scalable Information Systems
  doi: https://doi.org/10.4108/eetsis.7608

- Auditing and Decision-Making in the Context of Industry 5.0: An Exploratory Study in Costa Rica
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewFSI52026035

- Privacy Risks in the Adoption of IoT: A Quantitative Study on Data Exposure in Costa Rica
  Archives of Advanced Engineering Science
  doi: https://doi.org/10.47852/bonviewAAES52025635

- Data Analytics for Sales Strategies: Lessons in Customer Management
  Journal of Comprehensive Business Administration Research
  doi: https://doi.org/10.47852/bonviewJCBAR52025199

- Effective Cybersecurity Strategies for Mitigating Remote Work and IoT Risks in Enterprises
  FinTech and Sustainable Innovation
  doi: https://doi.org/10.47852/bonviewFSI52025962

- Enhancing Innovation in Technology-Based SMEs: The Role of Open Innovation and Strategic Orientation
  Journal of Comprehensive Business Administration Research
  doi: https://doi.org/10.47852/bonviewJCBAR52025214

- Challenges and opportunities of electric mobility towards industry 5.0: The case of Costa Rica
  23rd LACCEI International Multi-Conference for Engineering, Education and Technology (LACCEI)
  doi: https://dx.doi.org/10.18687/LACCEI2025.1.1.266

- The impact of innovation systems: The case of Latin American business culture
  23rd LACCEI International Multi-Conference for Engineering, Education and Technology (LACCEI)
  doi: https://dx.doi.org/10.18687/LACCEI2025.1.1.264

- A Survey of Industry Professionals on the Transition to Industry 5.0: Perceptions on IoT Role in Operational Excellence
  Journal of Comprehensive Business Administration Research
  doi: https://doi.org/10.47852/bonviewJCBAR52025785

- Competitive Intelligence Review: Evolution and Trends of AI-Based Microprocessors.
  Archives of Advanced Engineering Science
  doi: https://doi.org/10.47852/bonviewAAES52025603

- Quantum-enhanced medical imaging: precision advancements in diagnostic accuracy.
  Medical Data Mining
  doi: https://doi.org/10.53388/MDM202508017

- The role of the orange economy in the digital age: An exploratory study in Costa Rica
  Journal of Comprehensive Business Administration Research
  doi: https://doi.org/10.53388/MDM202508017

- Technology as a tool to reduce school dropout rates in Costa Rica
  International Journal of Changes in Education
  doi: https://doi.org/10.47852/bonviewIJCE52025230

- The success of customer-centric companies in the global context on the road to Industry 5.0
  Journal of Comprehensive Business Administration Research
  doi: https://doi.org/10.47852/bonviewJCBAR52025198

- The challenges and opportunities for ethics in generative artificial intelligence in the digital age.
  DYNA Magazine
  doi: https://doi.org/10.15446/dyna.v92n236.117144

- Agile contracting as a mechanism to improve performance in business environments.
  DYNA Magazine
  doi: https://doi.org/10.15446/dyna.v92n236.117142

- The use of artificial intelligence for automatic analysis and reporting of software defects.
  Frontiers in Artificial Intelligence
  doi: https://doi.org/10.3389/frai.2024.1443956

- ChatGPT in education: Does it improve learning or affect educational quality?
  4th LACCEI International Multiconference on Entrepreneurship, Innovation and Regional Development - LEIRD 2024
  doi: https://dx.doi.org/10.18687/LEIRD2024.1.1.621

- Buffalo agribusiness alternative in food production in Latin America
  Nongye Jixie Xuebao Transactions of the Chinese Society of Agricultural Machinery
  doi: https://doi.org/10.62321/issn.1000-1298.2024.10.05

- Meta-analysis of multi-nutritional blocks in ruminants: An analysis from the perspective of agribusiness
  Nongye Jixie Xuebao Transactions of the Chinese Society of Agricultural Machinery
  doi: https://doi.org/10.62321/issn.1000-1298.2024.07.04

- The influence of social networks on the generation of disinformation in the near future
  22nd LACCEI International Multi-Conference for Engineering, Education and Technology
  doi: https://doi.org/10.18687/LACCEI2024.1.1.258

- Lessons learned in post-pandemic: Implications of teleworking for technology-based professionals in Costa Rica
  22nd LACCEI International Multi-Conference for Engineering, Education and Technology
  doi: https://doi.org/10.18687/LACCEI2024.1.1.933

- Quality assessment of work-life using Artificial Intelligence and Big Data.
  22nd LACCEI International Multi-Conference for Engineering, Education and Technology
  doi: https://laccei.org/LACCEI2024-CostaRica/meta/FP368.html

- Inteligencia Artificial podría ensuciar elecciones 2026 con imágenes, videos y audios falsos que parecen reales.
  La República
  Link:https://www.larepublica.net/noticia/inteligencia-artificial-podria-ensuciar-elecciones-2026-con-imagenes-videos-y-audios-falsos-que-parecen-reales

- The shift to the 5.0 revolution: The challenges of public education in Costa Rica.
  Revista de Gestão Social e Ambiental
  doi: https://doi.org/10.24857/rgsa.v18n1-104

- The importance of cyber protection in the power grid in the face of an uncertain future.
  Journal of Applied Research and Technology
  doi: https://doi.org/10.22201/icat.24486736e.2024.22.2.2318

- Evolution of DevOps: Lessons learned for success as part of digital strategy.
  Tecnología en marcha
  doi: https://doi.org/10.18845/tm.v37i2.6743

- Digital marketing tactics used in the profile of a political candidate: The case of the Costa Rica 2022 elections.
  Revista Nacional de Administración
  doi: https://doi.org/10.22458/rna.v14i2.4812

- The evolution and trends of hyperconvergence in the telecommunications sector: a competitive intelligence review.
  DYNA Magazine
  doi: https://doi.org/10.15446/dyna.v90n227.107360

- Impact of Blockchain on Latin American healthcare systems.
  Magazine: Tecnología en marcha
  doi: https://doi.org/10.18845/tm.v36i3.6223

- Predictive models in pandemic times and their impact on the analysis of crime.
  Magazine: Journal of Applied Research and Technology
  doi: https://doi.org/10.22201/icat.24486736e.2023.21.3.1944

- Information technologies for countering corruption: analysis of the Costa Rican public procurement system.
  Brazilian Journal of Public Administration
  doi: http://dx.doi.org/10.1590/0034-761220220126x

- Consideraciones relacionadas con los inductores de la innovación: Observaciones teóricas y empíricas.
  Magazine Nacional de Administración
  doi: https://doi.org/10.22458/rna.v13i1.4233

- Challenges and opportunities in the Implementation of 5G technology in times of pandemic.
  Tecnología en marcha
  doi: https://doi.org/10.18845/tm.v35i5.6068

- Boosting industry 4.0 in times of COVID-19: the case of Costa Rican tech companies.
  Tecnología en marcha
  doi: https://doi.org/10.18845/tm.v35i5.6004

- Key Tele-work factors that affect the win-win relationship between the worker and the Costa Rican company.
  Revista Nacional de Administración
  doi: http://dx.doi.org/10.22458/rna.v11i1.3009

- Un método para evaluar la competitividad del teletrabajo profesional.
  Revista Nacional de Administración
  doi: https://doi.org/10.22458/rna.v9i2.2280

- Strategic Policies for a Sustainable World.
  International Journal of Business and Management Research
  doi: https://doi.org/10.37391/IJBMR.090312

- Micro-Management Presence Evaluation within Technology-Based Project Management.
  European Journal of Business Management
  doi: https://doi.org/10.24018/ejbmr.2023.8.2.1599

- Incremento de la competitividad a través de la inteligencia de negocio en la industria 4.0.
  Cuadernos de Administración
  Link: https://Magazinesecauned.com/index.php/cda/article/view/27

- La implementación de Scrum en organizaciones geográficamente distribuidas: El caso de JIRA.
  Technology Inside
  Link: https://cpic-sistemas.or.cr/Magazine/index.php/technology-inside/article/view/39

- Strategies Policies for Collaboration and Competitiveness.
  IGI Global
  Link: https://www.igi-global.com/chapter/strategic-policies-for-collaboration-and-competitiveness/314052

- La inteligencia artificial en empresas de Base Tecnológica: La contribución del entorno de Microsoft Azure.
  Rhombus
  Link: https://www.ulacit.ac.cr/wp-content/uploads/Magazine-Rhombus-enero-junio-2022.pdf

- Las ciudades inteligentes: Una visión futurista o un medio para el aumento de la productividad de los gobiernos locales.
  Rhombus
  Link: http://www.rhombus.periodikos.com.br/article/62b5ea45a9539556bc0fb7e8

AWARDS AND RECOGNITIONS

- Invitation from AG Editor (Argentina) to join the editorial team of Diginomics magazine.

- Invitation from Traditional Medicine Research (TMR) (Auckland, New Zealand) to join the editorial team as Young Scientist Board Member

of Medical Data Mining.

- Recognition for first place in the National Award for Scientific Research 2024 granted by the National Council of Science and Technology (CONACYT) in November 2024.

- Recognition as an outstanding teacher in the specialty by the Universidad Latina de Costa Rica.

- Experience as a researcher at the Center for Research and Extension in Administration, Economics, and Technological Management of the Technological Institute of Costa Rica (CIADEG-TEC) since 2012 and to date, in the areas of digital strategy and disruptive/emerging technologies.

- Participation as an expert in the area of 5G, in the online seminar for the Instituto Costarricense de Electricidad (ICE) in 2023 called: 5G Technologies with a commercial approach, event link: ICE - 5G Technologies with a commercial approach.

- Participation as a research leader in a group of students for the development of the work entitled: The impact of data protection in the business sector: the case of Costa Rica, published in the scientific journal Rhombus, Volume 2, Number 2 in 2022.

- Participation as an expert in the area of digital strategy in the Congress International Network of Researchers in Competitiveness, Volume 11, 2017, Mexico with the research article entitled: Effects of professional competencies of teleworking on international competitiveness.

- Participation as an expert in the area of digital strategy in Escala Congress, Volume 4, Number 1, January 2018, Mexico with the research article entitled: Main benefits in organizations through the establishment of a competency-based management model.

- Participation as an expert in the area of digital strategy in the newspaper La República in 2020, with the opinion article entitled Los modelos de negocio en la economía digital (Business models in the digital economy).

- Participation as an expert in the area of digital strategy in the newspaper La República in 2020, with the opinion article entitled El impacto de la transformación digital en los modelos de negocios costarricenses hacia un futuro incierto (The impact of digital transformation in Costa Rican business models towards an uncertain future).

- Participation as an expert in the area of 5G technology in the company VMware in 2023, with the opinion article entitled To Unleash 5G Innovation, Service Providers Turn to Artificial Intelligence.

- Participation as an expert in the area of cybersecurity in the magazine Estrategia & Negocios en 2023, with the opinion article entitled La violación de la privacidad de datos cómo sobrevivir a nivel empresarial?

- Participation as an expert in the area of artificial intelligence in the program soluciones del 13 in channel 13, titled La inteligencia artificial y como se ha convertido en una nueva metodología para transformar negocios por medios de estrategias agiles (Artificial intelligence and how it has become a new methodology to transform business through agile strategies).

- Participation as an expert in the area of artificial intelligence in the period CR Hoy en 2023, with the opinion article entitled El impacto en el uso de ChatGPT en el sector empresarial costarricense ¿Amenaza u oportunidad?

- Participation as an expert in the area of artificial intelligence in the program 7 días de canal 7 en 2023, called Artificial Intelligence: Ally or Threat?

- Participation as a speaker at the X Meeting of Research, Extension and Business Experiences, in the year 2022 of the Center for Research and Extension in Administration, Economics and Technological Management of the School of Business Administration with the theme Challenges and opportunities for new leaders in the context of digital transformation.

- Participation as an evaluator of scientific articles in the magazine of the Economy of the Caribbean of the University of the North, Barranquilla, Colombia in the year 2022 in the article titled article titled: The Telework: Perception of the Big and Medium Companies of the Department of the Quindío.

- Participation as evaluator of scientific articles in the journal Universidad de la Salle, Bogota, Colombia in the year 2022 in the article entitled: Business intelligence in small and medium enterprises: a literature review.

- Participation as a speaker at the IX Encuentro de Investigación, Extensión y Experiencias Empresariales, in the year 2021 of the Centro de Investigación y Extensión en Administración, Economía y Gestión Tecnológica of the Escuela de Administración de Empresas with the topic liderando la innovación tecnológica a través de 5G en épocas de pandemia (Leading technological innovation through 5G in times of pandemic).

- Participation as a speaker at the XLVII Latin American Conference of Informatics in 2021 with the theme of the acceleration of artificial intelligence in organizations.

- Participation as an evaluator in the Program Review process of the Master's in Strategic Management of the Human Factor and the Master's in Corporate Finance of the Universidad Peruana de Ciencias Aplicadas (UPC) in 2021.

- Design, planning, execution and coordination of the first program in business artificial intelligence specialization, in 2019 in Costa Rica through the School of Business Administration of the Instituto Tecnológico de Costa Rica.

- Participation as a speaker at the Association of Professionals of the Ministry of Public Works and Transportation (APROMOPT) in 2018 with the topic of the new perspective of the state in the management of transportation and infrastructure in the face of the bicentennial.

- Participation as a speaker at the VI Week of the Integral Management System of the General Audit for the National Bank in 2018 with the topic of artificial intelligence and big data analytics in the banking and finance sector.

- Participation as a speaker at the Congress of Informatics and Computing (TECCOM) promotes and encourages the knowledge of professionals in the area, with cutting-edge topics that impact the economic and social dynamics of Costa Rica, which promotes the College of Professionals in Informatics and Computing (CPIC) for the year 2017 with the theme Big Data Analytics: The differentiator of ioT+ on behalf of the Latin American University of Science and Technology (ULACIT).

- Tutoring seventy (70) graduation final projects of the Master in Project Management program since 2007, also collaborated with the program as a reader of graduation final projects.

LANGUAGE   Spanish: Native Language; English: Fluent; Portuguese: Fluent

PERSONAL   I consider myself largely self-taught and capable of learning extensively through my effort. I communicate easily with others and can lead multidisciplinary groups (over 150+) from different backgrounds, sizes, religions, cultures, and complexity focus on people management, conflict management, and productivity; also I have strong business, negotiation, and communications skills that can help me in getting my goals as part of my professional career. I visited several countries (globally) that allowed me to learn how to manage business, deals, and solutions with success. Finally, I am a happy father and family man who transmits good values and ethical principles that inspire the world to overcome barriers and reach its goals.