IMPACT UNLTD

Nuno Delicado



Nuno Delicado is founding Partner of **Pluris** (consulting firm helping clients boost negotiation capabilities) and founding President of **Impact UnLtd** (social enterprise promoting human development through education). Among other challenges, he has contributed in international boundary disputes, oil & gas contracts, state budget and fiscal regime discussions, mergers & acquisitions, union disputes, grievance mechanisms, job negotiations, conflicts within businesses, communities and families, as well as a variety of sales and procurement deals. His negotiation projects encompass the **private, public and social sectors**, including financial services, oil & gas, pharma, technology, airlines, government institutions, multilateral organizations, NGOs and impact enterprises.

Besides corporate clients, Nuno has taught thousands of participants in executive and master programs at top academic institutions around the world, especially at **INSEAD** and the **Lee Kuan Yew School of Public Policy**. At INSEAD he developed and delivers negotiation sessions in the INSEAD Leadership Programme for Senior Executives – India, the INSEAD Social Entrepreneurship Programme, and other executive programmes. He is the author of the ***Impact Negotiations Toolkit*** (impactnegotiations.org), on the Negotiation Canvas and 50+ associated tools.

Previously, Nuno was a management consultant with **Bain & Company** and with **McKinsey & Company**. He assisted the top management of large firms in Europe, Latin America, India, and the Middle East, in projects in diverse industries such as financial services, consumer goods, telecoms, retail and apparel. Project objectives included the definition of new product and new market growth strategies, customer loyalty improvement, supply chain optimization, and valuations, often requiring support in critical negotiations.

Passionate about sports, he is a founder of **Sport for Life** and **Youth for Life**, an international movement promoting human development by training thousands of young facilitators in Africa and Asia. Earlier, he led projects for the International Olympic Committee to organize sport systems in Timor-Leste and Afghanistan.

Nuno graduated in **Physics Engineering** at Instituto Superior Técnico in Lisboa (Portugal), earned a **Master in Sports Management** from Université Claude Bernard in Lyon (France), and an **MBA with distinction** from INSEAD (Singapore). He trained in Mediation and Dispute Resolution with the New York University, was an Associate Mediator of the Singapore Mediation Centre, and has mediated at Singapore's Small Claims Tribunal. Nuno is also a Master Coach of Neuro-Linguistic Programming and a Certified Thiagi Facilitator in Interactive Training Strategies.

A **world traveller**, Nuno has worked in 50+ countries in all continents, with 100+ clients in the private, public and social sectors, and has lived in nine countries in three continents. He is fluent in Portuguese, Spanish and English, speaks Tetum and a bit of Italian.

An **accomplished athlete**, in Modern Pentathlon Nuno was Masters World Champion in teams, World and European vice-champion in his age group, and five times Portuguese champion. He has completed pentathlons, marathons, triathlons and adventure races in Europe, Asia, Africa and the Americas.