

# MARCO Paulo ABRUNHOSA Cardoso

Bridging Nordic Russian World (NRW) and Portuguese Speaking World (PSW)

teamneurs@gmail.com

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## Summary

Experienced in providing IN Nordic Countries and Portugueses Speaking Communities around the world:

- (1) competencies development (including internationalization processes) and
- (2) capital (debt & equity)

## Specialties

1. Matching Teams/Organizations & Capital
  2. Improving Competencies of Persons/Teams/Organizations
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## Experience

**Council Member at KIIC Kymenlaakso Internationalization Initiatives Council, powered by cursor**

June 2012 - Present (8 months)

In the implementation stage!

**Columnist at Kaupunkilehti Ankkuri**

November 2011 - Present (1 year 3 months)

To contribute for enriching perspectives and perceptions about reality(ies)!

**Founding Member at Brazil Finland Business Club**

January 2011 - Present (2 years 1 month)

I am contributing for increasing the relations between Brazil and Finland, through the foundation of Brazil Finland Business Club

**Founding Member at INTERNEURS**

July 2010 - Present (2 years 7 months)

Helping Portuguese Companies To Export

**Master Degree Thesis Advisor at ISCTE-IUL**

September 2009 - Present (3 years 5 months)

Master Degree Thesis Advisor

**Founding Member at Work for a Wiser World Foundation**

July 2009 - Present (3 years 7 months)

I co-founded it!

**CEO at CCO Consulting Em Competitividade Organizacional, Ld<sup>a</sup>**

May 1993 - May 2011 (18 years 1 month)

My interests are:

- . Advisory in Finance (Debt & Equity)
- . Advisory in Competencies Development
- . Finland, Portugal & Angola

*14 recommendations available upon request*

**Advisor of Board Members that are clients of CCO Consulting at CCO Consulting Em Competitividade Organizacional, Ld<sup>a</sup>**

May 1993 - May 2011 (18 years 1 month)

I Help board members to take wise decisions mostly in Finland, Portugal and Angola, in issues related with competencies development and capital providing (debt and equity)!

*2 recommendations available upon request*

**Keynote Speaker at CCO Consulting Em Competitividade Organizacional, Ld<sup>a</sup>**

March 1993 - May 2011 (18 years 3 months)

In behalf of CCO Consulting every now and then I am invited to share the few knowledge that I have in seminars and conferences organized by consultancies, chambers of commerce, hotels, franchising related entities, students and others on areas related with competencies development and finance (debt & equity)

**Board Member at Nordic Technology Solutions for Brazil**

September 2010 - December 2010 (4 months)

To support Nordic Business based initiatives to Brazil!

**Advisor of Board Members that are clients of CCO Consulting at CCO Consulting Em Competitividade Or at CCO Consulting em Competitividade Organizacional, Ld<sup>a</sup>**

2009 - 2010 (1 year)

Having a modest contribution in <http://www.scribd.com/doc/31047045/Favorite-Quote-and-Why>

*2 recommendations available upon request*

**Coordinator + Co-Author of TEAMNEURS Crise!? Quais Crises?! at CCO Consulting em Competitividade Organizacional, Ld<sup>a</sup>**

August 2007 - December 2009 (2 years 5 months)

[www.teamneurs.org](http://www.teamneurs.org)

<http://www.wook.pt/ficha/teamneurs/a/id/3306528>

<http://www.youtube.com/watch?v=WNukFiBM4QE>

**Professor at the MBA at Universidade Autonoma de Lisboa (UAL)**

2004 - 2005 (1 year)

Responsible for lecturing on the subject of Entrepreneurship Finance

**Starting as Technical... Exiting as Director at José de Mello Group**

March 1992 - June 1997 (5 years 4 months)

I was "allocated" to different projects around the José de Mello Group in different countries. It was a very fruitful experience. I advise every professional to experience the superior standards of José de Mello Group.

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## Languages

**Portuguese**  
**Galician**  
**Spanish**  
**French**  
**Finnish**  
**English**

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## Skills & Expertise

**Entrepreneurship**  
**Public Speaking**  
**Portuguese**  
**International Business**  
**Business**  
**Management Consulting**  
**Emerging Markets**  
**Strategic Consulting**  
**Start-ups**  
**Venture Capital**  
**Business Strategy**  
**Strategy**  
**Business Planning**  
**Global Business Development**  
**Restructuring**  
**Private Equity**  
**Mergers**  
**International Marketing**  
**Strategic Partnerships**

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## Publications

### **TEAMNEURS Crise!?! Quais Crises?!?**

Padrões Culturais (Portugal) December 9, 2009

Authors: MARCO Paulo ABRUNHOSA Cardoso, Bruno Valverde Cota, Luís Quaresma, Fernando Parsotam

The book covers:

- . Teamneurship
  - . Marketing
  - . Portuguese Tax
  - . Organization
  - . Finance
  - . Interviews to five outstanding persons
  - . Value Price Structure Model (comparing Portugal and Finland)
  - . Equity for Teamneurs (Venture Capital)
  - . Clearing House Model (the new paradigm of managing debit and credit)
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## Education

### **Etelä - Kymenlaakson AMMATIOPISTO**

SUOMEN KIELEN PERUSTASON KOULUTUKSEN, Finnish Language, 2011 - 2011

Activities and Societies: On suorittanut 04.08.2011 - 22.12.2011 välisenä aikana

### **Handelshøyskolen BI**

MBA, Strategy & Leadership, 1994 - 1995

### **Instituto Superior Técnico**

Post Graduation (12 months), Export Strategies, 1993 - 1994

### **Universidade Católica Portuguesa**

Licenciate (5 years degree), Administration & Management of Firms, 1988 - 1992

*1 recommendation available upon request*

### **University of Wales, Swansea**

Summer Course, English For Foreigners, 1989 - 1989

### **Universidade dos Açores**

No Degree, Economics & Management, 1985 - 1988

Activities and Societies: Promoting the establishment of AIESEC

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## Honors and Awards

Grant - José De Mello Group sponsored my MBA at BI-Norwegian School of Management (1995)

Grant - Texas Instrument, Grupo Jeronimo Martins and Lever sponsored my presence at ISFiT 89 (Norway)

## Interests

Nordic Countries (Specially Finland)

Portuguese Speaking Communities including: Angola, Brazil, Cape Verde, Equatorial Guinea, East Timor, Guinea-Bissau, Mozambique, São Tomé e Príncipe and Portugal

Finance related with capital providing solutions in debt and equity

Competencies Development at personal/team/organizational level

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## 19 people have recommended MARCO Paulo

"Marco is a inspirational and motivational person, eager to spread happiness to anyone that works with or for him. If you want things done, talk with Marco! It's a privilege, to me, recommend Marco as a person to have an active relationship. His valuable inputs will certainly make the change."

— **Rui A dos Santos Pires**, *Consultor, CCO Consulting em Competitividade Organizacional, Lda*, was a consultant or contractor to MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"Marco is a very special person to work with, with a great vision. I was glad i could work with him."

— **Filipe Simoes**, *Owner, Planeta C*, was a consultant or contractor to MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"Marco is great professional and person. I had the pleasure to work with Marco and to read Teamneurs his book and I enjoy both experiences. I strongly recommend Marco as professional and as person."

— **Filipe Carrera**, *International Trainer and Speaker, Filipe Carrera*, worked directly with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"No problem keeping what it agreed."

— **Ivo Dias de Sousa**, *Professor Auxiliar, Universidade Aberta*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"Marco Cardoso is a co-author and promoter of the book TEAMNEURS Crise!?! Quais Crises?!, which I read and recommend because it is impressively updated now and for many years in the future. I highlight the book for those who wish to gain knowledge about this new concept: TEAMNEURS. The book also highlights other issues, such as Marketing (it was witten by Bruno Valverde Cota), Business Organizations (it was witten by Luís Quaresma), Tax (it was witten by Fernando Parsotam). In addition Marco presents a brief comparison between Portugal and Finland and Marco presents two new perspectives when looking for Finance: Equity4Teamneurs and CHM – Clearing House Model. I also emphasize the experiences of the author and experiences of people interviewed throughout the book. I underline a phrase mentioned by Marco which I also agree that it is "ask not what your country can do for you - ask what you can do for your country" of John F. Kennedy"

— **Jorge Cunha**, *Web Evangelist, IT Tech BuZ*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"Hard worker, timeless (but he always find some to be with you), practical, objective, organized, high values, excellent skills and reliable. Always have and find great ideas and ways to solve problems, results-oriented. Very entrepreneurial and with a unique energy. To read is one of his passions. A brilliant person, as well as professionally as personally. Marco is always there to help and guide you in your path. Someone with whom you can create a very trustful relationship. I am grateful for all his advises and lucky to have him as Friend. I strongly recommend Marco, he brings strategy value and he is essential for winning teams/organizations."

— **Maryline Pereira (Mary)**, *Executive Director, FameCreators - EXECUTIVE WOMEN Magazine*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"I knew of Marco first time in an exchange of professional emails in a professional group, and we met after for lunch. I could find immediately that Marco is the kind of person that you can trust. He is always available to contribute with information and other kind of help, without any kind of hidden interest. Marco is certainly a good partner for anyone."

— **Manuel Fernandes**, *CEO, Gestão Total*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"I have worked shortly with Marco in several projects and I have noticed, that he is very effective and puts his full power to reach his goals."

— **Janne Kyllönen**, *Director, Eurux Oy*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"Marco is a business oriented manager and skilled financial strategic able to surprise all of us with clear objectives and ideas, when work is a complete chaos..."

— **Paulo Vasconcelos**, *Senior Consultant / Partner, Polimatrix Limited*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"A really good professional on business development"

— **Eduardo Vicente**, *Eng, Informan*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"I have known Marco for over two decades and he is brilliant with both numbers and people. He never seems to lose sight of the essentials and is very strong in his ability to prioritize and get things done."

— **Johannes Ensby**, *Owner, Business to Web as*, worked with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Lda

"I've known Marco for less than a year but in this short period of time I've learnt to enjoy his company and to trust his wit and intelligence. Marco is a social person, a good friend that enjoys sharing with others whatever he feels is good for them. I'm lucky to be his friend and to be able to benefit from his advice."

— **Jose Cardoso de Matos**, *Management Consultant, Individual Practice / Catala - Consultadoria, G & F*,

*Lda*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Ld<sup>a</sup>

"I have appreciated working with Marco as a professional and intelligent person. Along the past months he has become a good friend. He is a great financial consultant and deals with it in absolut confidence. Great results in no time."

— **José Carlos Fernandes da Graça**, *PRESIDENT, NETSHOP SAAS*, was with another company when working with MARCO Paulo at CCO Consulting Em Competitividade Organizacional, Ld<sup>a</sup>

"Marco is a Visionary with excellent Personal and Managing skills"

— **Marcelo Küster Filipe**, *Marketing & Sales Specialist, Marte - Design & Publicidade*, was with another company when working with MARCO Paulo at [cco-consulting.com](http://cco-consulting.com); [maxirent.pt](http://maxirent.pt); [stylish-properties.com](http://stylish-properties.com)

"Thank you dear Marco for being a fantastic professional and a great networker. The world has been changing and the sense of humor , the people that you know matters a lot. Warmest regards. Victor Marques"

— **Victor Marques**, was MARCO Paulo's client

"I had the pleasure to meet Marco in a few meetings, and I noticed that Marco has a professional attitude that I really appreciate. Besides his intelligent humor and his great sense of duty, he has the kind of personality I like to work with. Thank you for your words and I hope to work with you in the future."

— **Nuno Salvação**, *CFO, INFORMANTEM*, was with another company when working with MARCO Paulo at Several Organizations

"I had the pleasure of working with Marco at CCO Consulting on a number of different projects. He is a highly dynamic, creative person who always comes up with good ideas. He is also good fun to work with and a great manager! I have no hesitation whatsoever in recommending him!"

— **Lídia Carney**, *Business Consultant / Translator, CCO Consulting em Competitividade Organizacional, Ld<sup>a</sup>*, reported to MARCO Paulo at CCO Consulting em Competitividade Organizacional, Ld<sup>a</sup>

"Marco Cardoso was doing training at VILA VITA Parc in 2005 & 2006. I am still today influenced by his extraordinary professionalism, social skills, interesting personality, ethic & moral, his special & creative way of thinking, righting... it is an honor for me to know such a charismatic human being, to find him at Linkedin, to see his positive energy spreading out in everything he does. Dear Marco keep up the good & inspiring work!"

— **Suzana Sacramento**, was MARCO Paulo's client

"Marco as a student had already an international mind-set, was highly creative, and enterprenerial."

— **Luis Borges**, *Student, Universidade Católica Portuguesa*, studied with MARCO Paulo at Universidade Católica Portuguesa



[Contact MARCO Paulo on LinkedIn](#)