

Nuno Delicado



Nuno Delicado is a founding partner of Pluris. He conducts negotiation and conflict resolution training, facilitation and consulting in both the private and the public sectors.

Nuno has been teaching negotiation to a variety of audiences, including as lecturer at INSEAD and at the Lee Kuan Yew School of Public Policy (LKYSPP) in Singapore. At INSEAD he co-developed the negotiation module and teaches in the INSEAD Social Entrepreneurship Programme. At LKYSPP he teaches negotiation, dialogue, facilitation and consensus building, in executive courses and Master programmes.

Examples of his projects include facilitating multi-stakeholder state budget discussions in view of economic scenarios for a country in Southeast Asia, supporting a global NGO resolving conflict between member organizations, a management team negotiating a new collective bargaining agreement with the employees' union, and a biotech startup merge with another company.

Previously, Nuno was a management consultant with Bain & Company, and earlier with McKinsey & Company. As a consultant, 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, 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.

Before Bain, Nuno worked in sport marketing in Portugal and in sport development in emerging countries. He led projects for the International Olympic Committee to organize sport in Timor-Leste and Afghanistan. In both countries he mediated discussions between sport administrators, which in Timor-Leste led to the creation of the National Olympic Committee. Building on those experiences, Nuno founded SportImpact, a social enterprise promoting human development through sport.

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, is 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 Thiago Facilitator in Interactive Training Strategies.

An accomplished athlete, Nuno was four times Portuguese champion in modern pentathlon, and has completed pentathlons, marathons, triathlons and adventure races in Europe, Asia and the Americas. Experienced interacting with diverse cultures, he has visited over 50 countries for work, sport and leisure, and has lived in nine countries in three continents. Nuno is fluent in Portuguese, Spanish and English, and speaks some Tetum and Italian.