

PROFESSIONAL
EXPERIENCES

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2021-today

EMEA & AP SENIOR HUMAN RESOURCES VICE PRESIDENT EMEA & AP

Key projects:

- EMEA-AP countries Integration and harmonization through change management holistic process
- Hybrid work environment establishment for all employees including work space reshaping, leadership programs, flexible work principles to embrace diversity & inclusion topics
- HR Data Intelligence Center of Excellence start up and management for all EMEA-AP

2019-2021



EMEA HUMAN RESOURCES VICE PRESIDENT

VICE PRESIDENT HR EMEA (50 countries – 6000 employees): team 80 resources

Key projects:

EMEA organization integration:

- **Manage people and rewards** – Talent development and key people identification in the new organization
- **Drive HR operational efficiency**
- **Address regulatory bodies and compliance matters**
- **EMEA PEOPLE ANALYTICS PROGRAM DIRECTOR:** responsible EMEA wide of human resources analytics solution implementation. Project design and management including CIO, CFO and COO to develop and overall governance model driven by HR data.

2017- 2018



EMEA SOUTH SENIOR HR DIRECTOR

SENIOR HR DIRECTOR EMEA SOUTH (19 countries – 2000 employees): team 25 resources

Key projects:

- Data driven change management and HR digital transformation program: helping Senior VP EMEA South to build and manage the new region through data driven approach and action plans on the most critical areas such recruiting, talent management and organizational design
- Engagement program: peer to peer and bottom up engagement activities as instant surveys, challenges, brand activation, internal communication plan to create a common culture across countries

2016-2017



**CENTRAL EAST EUROPE HUMAN RESOURCE DIRECTOR & CHIEF OPERATING OFFICER
EDUCATION & ACADEMIC DIRECTOR**

Adding to the previous responsibilities:

Strategy & Operation CEE Regional Director: Corporate Performance planning and monitoring; focus on sales performance, pipeline management and revenues-costs KPIs measurement with related action plans to ensure the corporate guidelines implementation. 5 resources dedicated

2011-2016



**CENTRAL EAST EUROPE HUMAN RESOURCE DIRECTOR
EDUCATION & ACADEMIC DIRECTOR**

HR DIRECTOR CEE REGION (720 employees – 9 countries). Team : 15 resources

key projects:

- Employer Branding with a Social Media focus to optimize the candidate experience and develop SAS branding in CEE countries.
- Great Place to work Regional participation (9 countries) to leverage results as input for a regional organizational development plan.
- Full implementation of a regional key people strategy in line with corporate guidelines
- Welfare & Wellbeing strategy implementation across the Region in line with corporate standard, optimizing the local fiscal benefits and reinforcing the employees experience
- Job & Career Accelerator: recruiting & selection programs for SAS partners and clients including Universities partnership and local masterclass organization

EDUCATION & ACADEMIC DIRECTOR ITALY. Team: 10 resources. Revenues target 2016: 1.400 k € (104% achieved) - target 2013: 1.300 k € (115% achieved). Partnership with 38 Universities and Academic renewals maintenance for 500 k € in 2016. SAS Academy implementation for students. SAS sponsorship and co-branding of 8 executive masters with the major Universities

SAS HR ANALYTICS AMBASSADOR: business development activities on HR analytics and SAS HR related solutions in the market as Sales team ambassador. Development 2 SAS channel assets with 2 external partners (GIGROUP and WILLIS Towers Watson) on HR analytics space.

2009-2011



HR DIRECTOR ITALY – 330 EMPLOYEES

- Implementing and managing HR policies and practices.
- Recruiting and selection, contract definition and management, legal compliance.
- Professional Development: introducing a 360° feedback, leadership development journey as a change management process, career planning for key people
- Performance management process: annual appraisal and feedback, compensation reviews, promotions and career progression.
- Identify and implement training and development plans that support professional growth.
- Staffing incoming projects providing qualified resources through direct recruiting and external agencies
- Working as HR advisor supporting CEO and senior management in designing a dynamic HR strategy.

2004-2009

HR PROFESSIONAL DEVELOPMENT MANAGER – ITALY MILAN

- Responsible of training & development plan, performance management process and tutorship
- Prepared data for the annual salary review
- Conducted salary survey in collaboration with Towers Perrin
- Implemented a new software for performance management and professional development

2002-2004



KPMG ADVISORY – Professional Development Manager ITALY - MILAN

To ensure expert support to Process Owners related to the activities of organizational development of human resources and quality management system.

- Organizational Development
- Training and Communication
- Organization
- Quality: verifying the effectiveness and relevance to business needs and to the UNI EN ISO 9001

2000-2002



Training & Internal Communication Specialist – Italy & Israel

- implementation of activities relating to training and management programs for the personnel evaluation (position, performance and potential)
- defining improvement programs, training and career
- internal communication plan

2005- today

Università Cattolica del Sacro Cuore – Organizational Psychology Master Degree

- Contract professor for university students on leadership, management, organizational psychology and HR management

**Membership
teachings**

&

2019- today

Università Statale di Milano – Human Resources Management Master Degree

- Contract professor for university students on Human Resources Information Systems and People Analytics

HR Directors Italian association (AIDP) – President Lombardy Region

**Professional
Trainings - Master**

2020 PROSCI Change Management Certification

2006 INFOR Executive Master in Labor Law and HR Administration

2004 MASTER IN ORGANIZATIONAL COACHING – U2COACH - MILAN

INTERNATIONAL COACHING FEDERATION certification

1999

Università Cattolica del Sacro Cuore - MILAN

Master degree – Organizational Psychology 110 cum laude

STUDIES

1994

High School – Scientific studies final mark 54/60

LANGUAGE SKILLS

ITALIAN Mother tongue

ENGLISH Fluent

IT SKILLS

Microsoft Windows, Microsoft Office, Internet, SAS Visual Analytics, SAS Text mining, D.S.S. (Decision Support System), Oracle Applications, SPSS, Portfolio Management Professional use of Social Media (Facebook, Instagram, LinkedIn for Employer Branding campaign)

Workday

ICIMS

OTHER INTERESTS

Travel, Trekking, Reading

Ability to travel

