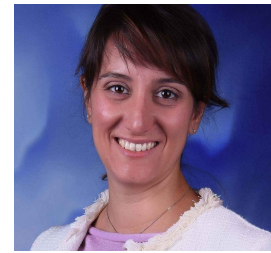


PERSONAL DATA

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 Location: Rome - Italy

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**WORKING EXPERIENCES**

▪ **2006 – present: Procter&Gamble**

- **Present (since Jan 2019): HR Director Equality & Inclusion – Global role.** Responsible for Europe Region and Global Projects: Defines and leads the E&I strategy for Europe Region, including the leadership of the Europe E&I network (+40 HR Managers) to drive the execution across key pillars of work (Gender, LGBTQ+, People with Disabilities, Ethnic Equality). Defines key interventions needed partnering with Company Leadership, HR, Countries, Business Units and Employees Affinity Networks to drive engagement, inclusive Policies, Capabilities and influencing work across Brands and Business Partners. Responsible for key E&I global projects: i.e paid parental leave global policy, expanding work on Racial & Ethnic Equality at global level. Partnering with external key E&I Partners and defining new external partnerships needed to accelerate on key focus areas (i.e WEF coalition for Racial Justice, European network against Racism, Valuable 500, LEAD, Women Forum, etc).
- **2013 – 2018: Senior HR Business Partner Italy Sales/Trade Marketing and Italy Diversity & Inclusion Leader:** HR Business Partner responsible for ~400 employees in Italy (incl. Sales Field and Top Management). Key responsibilities: organizational design, Talent Planning and development, performance management, employee engagement, employee & labor relations and work council relationships. Direct supervision of 3 people (2 administratives and 1 junior HR Specialist). Responsible for D&I for Italy organization across all Functions/Sites: responsible to drive D&I Strategy for the Country tailoring it to local specific needs with particular focus on Gender Equality and LGBTQ+ inclusion. Identifying and establishing key local external partnerships at Country level.
- **2010-2013: HR Business Partners Italy Marketing and Finance:** HR Manager, 110 employees (Brand Managers and Financial Analysts). Key responsibilities: organizational design, career development and people planning, performance management, employee engagement, employee & labor relations.
- **2007-2010: Site HR Manager at Italian Research Center – Pescara:** HR Manager for Research & Development Site of 130 specialists, stand-alone Site. Key responsibilities: organizational design, employee & labor relations, learning and development, employee communication, networking with Italy HR community and Global Business Units.
- **2006-2007: Plant HR Manager - Lucca:** HR Plant Manager for Paper production plant of 120 employees including technicians. Key Project Delivered: Managed Divestiture of the Plant to SCA Company. Key responsibilities before divestiture: analysis and design organization models, employee & labor relations, compensation and payroll systems, training, recruiting, external relations with key stakeholders.

▪ **2005 – 2006: Trenitalia SpA, Rome;**

- **One year internship in HR – Organization Development:** Analysis and design of process flows and organization models, elaboration of JD and procedures for HR, Marketing and Purchasing Departments, *in collab. with Value Team, BAIN&Company, IBM Italia and Deloitte.*

EDUCATION

▪ **2005: University of Rome “La Sapienza” – in collaboration with AIDP**

Master in “Management and development of Human Resources”: Final mark: 30/30.

▪ **2000 – 2005: University of Rome “La Sapienza”, Faculty of Sciences of Communication**

Degree in Sciences of Communication, 5 year program. Specialized in Institutional and Industry Communication. Final mark: 110/110 cum laude – Thesis on Internal Communication.

PERSONAL STRENGTHS

- Strategic and operational agility: defining high level strategies and operationalizing insights.
- Learning Agility: keen to learn and deeply understand employees’ needs and org. dynamics in complex organizations. Skills developed driving both local, regional and global projects partnering with multicultural and diverse Teams;
- Emotional Intelligence and ability to influence and rapport with diverse stakeholders and external parties, achieved through the work of Employee& Labor Relation and External Relation;
- Problem solving and crisis Management: analytical thinking and high skills in process & system design;
- Grow Capability, Coaching: extremely passionate for training and people development. Several experiences in planning, designing and executing learning programs for individuals and teams.