

Resume

Director and Senior Partner of consultancy, career and talent development organizations working on the management of company structure, professional and personal skills.

Experience and focus on:

- Cultural change
- Financial, Functional and organizational management
- Recruiting
- Sales direction
- Sales support
- Trade unions relations
- Assessment and development expert
- Talent and career specialist
- Developing and repositioning individuals
- Leading and coaching the Talent Community
- Labour market expertise
- Developing realistic career plans
- Job hunting, identification of opportunities on the labour market

PRACTICAL EXPERIENCE

January 2015- actual

Operation Director of Right Management Italy the global talent and career management solution company specialized on career management, talent development and workforce solutions. The strategic competences of Right Management Italy are career transition, change management, leadership development, HIPO, assessment and company organization. Right Management is part of Manpower Group.

January 2013 - January 2015

CORIUM S.r.l. (Gruppo OpenjobMetis S.p.a.)

(20 employees)

P.zza Luigi di Savoia 22, 20100 Milan - P.zzale Ravenet 5/A, 43100 Parma

Outplacement and consultancy company specialized in career management and organizational development.

Senior Partner (board member)

Senior advisor; Commercial and delivery director in private and public sector; Trade Union Relations;

Specialized in organizational reorganization and renovation projects in HR fields, experts in integrated and financed projects, Skills Assessments and support and job orientation for executives and managers.

June 2012 - December 2012

OPENJOBMETIS S.p.a.

(400 employees)

Via Fara, 20100 Milan

Job Agency

Management consultant

Study and implementation of the Outplacement sector

March 2009 - May 2012

FAIRPLACE CONSULTING ITALY S.r.l. (Gruppo Uno Holding Family)

(30 employees)

Via Saffi 30, 20123 Milan - Via Rapallo, 43100 Parma

Company specialized in Career Management, Outplacement and HR management consultancy, which is accredited with the Ministry of Labour and the Ministry of Social Policy for the support activities in outplacement and staff recruitment.

General Manager (member of the Board of Directors, reporting to CEO)

General Management Responsible; Administration and Human Resources Responsible; Responsible for Commercial Development in public and private;

SERENA ZANINETTA
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Labour Relations Responsible; Specialized in integrated and financed projects; Skills Assessments and support and orientation for executives and managers. Main projects subsidized by public funds managed as Responsible:

- "Doti lavoro"(2009/2010)
- "Doti ammortizzatori"(2009/2011)
- "Doti disabili"(2009/2011)
- "Doti somministrazione"(2009/2011)
- "Sistema dei Centri per l'Impiego della Provincia di Parma" (2010/2011)
- "SERVIZIO DI OUTPLACEMENT – PROVINCIA DI LA SPEZIA"(2011)
- "SERVIZIO DI OUTPLACEMENT – PROVINCIA DI PARMA" (2009/2010)

September 2010 - May 2012

Division Director Cross (transversal structure, R&S-Training-Outplacement, Uno Holding Family Group, reporting to President)

(12 resources belonging to the different firms of the Group)
Responsible for training, development and organizational structure; Budget and sales volume Responsible; Integrated Projects Responsible; Institutional Relations Responsible.

July 2006 - February 2009

ASSIST Srl (Gruppo Lavorint Risorse Spa)

(15 employees)
Via G. Watt 27/A - 20143 Milan
Via Cesarea 12/7, 16121 Genova – Via Petrarca 7, 43100 Parma
Job Agency, Individual and Group Outplacement

Commercial Director (member of the Board of Directors, reporting to President)

Management of the Outplacement division and internal staff coordination. Consultant responsible for individual outplacement (skills assessments, HR functional analysis and self-assessment, editing CV and presentation letter, planning, operational activities responsible, development and retention of contacts with staff offices and directions, interview simulation, definition of the relations following the interviews).

Development of commercial activities throughout the national territory. Main projects of Group Outplacement, fulfilled with public and community funds, with the role of Technical/Commercial Coordinator (job market analysis activity):

- Project "AZIONE 17 – PROVINCIA DI PARMA" (2008)
- Project " STABILIZZAZIONE PRECARI" – PROVINCIA ALESSANDRIA (2008)
- Project "SAN LORENZO – PROVINCIA IMPERIA" (2008)
- Project "POR STABILIZZAZIONE – PROVINCIA ALESSANDRIA" (2007/2008)
- Project "FERRANIA – PROVINCIA SAVONA" (2007/2008)
- Project "POR RICOLLOCAZIONE LOTTO 1 - PROVINCIA TORINO" (2007/2008)
- Project "METALMECC – PROVINCIA PISA" (2006/2007)
- Project "REMO – PROVINCIA SAVONA" (2006)

March 2005- July 2006

Lavorint Risorse Spa, Via G. Watt 27/A - 20143 Milan
Job Agency

Responsible for Outplacement and Relocate divisions (reporting to CEO)

Start up, Management of internal staff Division and Coordination. Consultant responsible for individual outplacement (skills assessments, HR functional analysis and self-assessment, editing CV and presentation letter, planning, operational activities responsible, development and retention of contacts with staff offices and directions, interview simulation, definition of the relations following the interviews).

Development of commercial activities throughout the national territory.

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- 2001 - 2005** **Eris Otp poi Fairplace Consulting**, Via Caradosso 7 – Milan
Outplacement firm
Consultant
Consultant responsible for individual and group outplacement (skills assessments, HR functional analysis and self-assessment, editing CV and presentation letter, planning, operational activities responsible, development and retention of contacts with staff offices and directions, interview simulation, definition of the relations following the interviews).
Development of commercial activities.
- 2001 - 2002** **Prisma Srl** - Genoa
Consultant for the development and the realization of the lessons about the Ferrovie dello Stato signage at Ansaldo Segnalamento Ferroviario.
- 2001 - 2004** **Sagi Srl** – Genoa
Infrastructure
Quality System Management
- 2000** **Adnkronos Srl** - Rome
Internship
Participation to start up activities of the Selection, organization and training resources sector.

EDUCATION AND TRAINING 2018

INSEAD

STRATEGY AND INNOVATION MASTER

EDUCATION AND TRAINING

- 2017** HBS(Harvard Business School)
HBX Core Master. Financial Accounting, Economics and Analytics
- 2001** Course "EXPERT IN ON LINE COMMUNICATION STRATEGIES AND IN MULTIMEDIA TOOLS" financed by the Liguria region(9 months)
- 1999 - 2000** Logos Project (Perugia)
1 Level Master in business management
- 1998** University of Genoa
Degree in Law
- 1993** Istituto M. Champagnat - Genoa
Scientific High School Diploma

NB. Person belonging to the protected categories ex L. 68/99

Autorizzo il trattamento dei dati personali, ivi compresi quelli sensibili, ai sensi e per gli effetti del Decreto Lgs. 196/2003

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Language skills

ITALIAN: MOTHER TONGUE
ENGLISH: FLUENT
FRENCH: BASIC

TECHNICAL SKILLS AND COMPETENCES

Excellent ability in the use of application software in windows.
Good knowledge of Access database.

LICENCES

Licence A-B-Boat licence.