

Personal Profile

I am a passionate HR leader with the ultimate goal of supporting people and organizations to unleash their potential. After acquiring extensive experience in leadership assessment, I became responsible of a multicultural team that develops cutting-edge talent acquisition and development initiatives. This gives me the opportunity to substantially grow as professional and as leader. I enjoy working in diverse, multicultural and international environments.

Specialties: Talent Acquisition & Development, Leadership Development, Diversity & Inclusion, Organizational and Culture Development, Coaching and Advanced Statistics.

Industries: Tech and Data, Pharma, Automotive, Banking.

- Since July 2018: **GfK SE**, current position **Manager, Global Talent Acquisition and Development** - Global People and Culture development CoE
 - Working at GfK global Center of Expertise (CoE), I set up the GfK Global Talent Acquisition function, defining the global structure, headcounts, budget and KPIs.
 - Responsible for leading (dotted line) recruiters across several countries (+30 countries) and develop a Talent Acquisition strategy aligned with the overarching GfK business goals and Diversity & Inclusion initiatives.
 - Developed the new global performance management and talent identification process with a special focus on embedding in the new process GfK Diversity and Inclusion priorities as well as its integration in the new HR software (Workday) and implementation in the different countries and functions.
 - Developed the Global Leadership Development framework for GfK, with 3 main target groups: new/first line managers, aimed at supporting the transition from an individual contributor to a leadership role; middle management program, aimed at identifying leaders with high potential and foster their development; senior managers, focusing on tackling real business problem using an action learning approach and agile methodologies.
 - Acts as main point of contact for the Tech and Data global function and the EMEA region, analyzing business needs and consult business leaders on solutions for their immediate and strategic needs.
 - Facilitated several workshops focused on: Diversity and Inclusion; Unconscious biases; team and skill building activities; Agile methodologies and tools (Scrum, Design thinking, Canvas, etc.).
- Since 2010: **University of Bologna, Adjunct Professor – Faculty of Psychology, Work and Organizational Psychology - Master degree**. Teaching topics: Talent Assessment and Development.

Previous Working Experiences

- 2014 – June 2018: **Talent Development Business Area Leader and Senior Consultant at Atrain GmbH – Germany**

As Talent Development Business Area Leader:

- Member of Atrain global leadership team, contributed to the company strategy-setting and translating strategy into actions.
- Managing the Talent Development Business Area (€2,3 million revenue) and responsible for the business area operations (e.g. staffing, forecasting and planning), reporting directly to the CEO.
- Managing and coaching 10 direct reports, ultimately responsible for their professional development and engagement. Analyzing, agilizing and digitalizing business area processes and practices (e.g., introduction of OKRs, achieved 10% profit increases in the Business Area, introduction of paperless digital center)

As Senior Consultant:

- Strategic consulting multiple Multinational Corporations (MNCs) on organizational and people development, talent management and recruitment issues, with the aim of improving HR practices and creating synergies between corporate initiatives and specific local needs.
 - Design/co-create customized career paths for leaders and individual contributors, end to end talent selection and leadership development programs, from needs analysis, design, delivery and evaluation.
 - Design/co-create of training and workshops aimed at expanding people's skills through new learning approaches and technologies as well as using data to track and manage training efforts, in order to measure the impact of such initiatives.
 - Key Account Manager for one of the top five Pharma companies (EEMEA region), responsible to build relationships with executive stakeholders and develop the account.
 - Facilitator of assessment and development centers, trainings and workshops on agile methodologies (Scrum, Canvas, etc.), addressed to senior managers and executives. Gained a solid understanding of complex matrix MNCs operations, especially in the Pharma industry (e.g. Market Access, Medical Affairs, etc.)
- 2010-2013: **HR Consultant and Business Coach at “Ambrosetti – The European House”**. I contributed to the design and management of large-scale assessment and development initiatives (approx. 150 middle managers per year for each initiative) for some of the most prominent Italian Banks, ensuring quality and showing strong project management skills. As lead facilitator, I was responsible for the diagnostic activities using a variety of psychometric tools (e.g. ability and personality tests, behavioral based simulations and interviews, role-plays, etc.) and development of the participants (feedback and coaching). In addition, I created qualitative reports and data analytics to evaluate the impact and return of investment of the initiatives.
- 2009-2012: Collaboration with **Talent Q Group**, consultant company created by Roger Holdsworth (SHL founder) that develops tests and tools used in the assessment process. I contributed to the Italian translation of Talent Q personality test “Dimensions” as well as to new products development. I consulted companies on how to integrate psychometric tests in the assessment process and skilled up HR professionals to use psychometric tests.
- 2006-2010: **Professional trainer at ECIPAR, CNA** (National Confederation of Small and Medium Enterprises). Topics: communication, leadership, social distresses, listening behavior, enthusiasm and engagement team building, team working, public speaking, problem solving, product and service innovation.

Education

- March 2010: **Doctor in Work and Organizational Psychology**, University of Bologna (Italy). PhD on “Work and Organizational Psychology”. Dissertation title: “Innovation in the Workplace: The Role of Job Characteristics, Motivation and Organizational Factors in Promoting Ideas

Generation and Adoption”. **Best Doctoral Dissertation Award: Italian Association of Psychology (AIP).**

- September 2000 – November 2005: **Faculty of Psychology, University of Bologna, Master degree in psychology.**
- September 1995 – June 2000: **High School Diploma** “Liceo Scientifico Statale “Galileo Galilei” – Macerata (Italy).

Other Experiences

- I had the opportunity to conduct research in different countries (**University of Giessen, Germany; University of Tampere, Finland**) and work abroad as visiting researcher (**Portland State University, Oregon, USA**), collaborating with several prominent professors. This allowed me to build an international academic network and strengthening my research skills.
- During the Ph.D. program, I attended several training courses focused on **statistic and data analysis**, that allowed me to develop a solid psychometric knowledge and master different data analytics technique.

Publications and Communications

- I attended many international conferences in the Industrial and Organization Psychology field, contributing as presenter and **keynote speaker**.
- I **published a book and articles** on various scientific journals, on the topic of creativity and innovation in organizations.

A detailed list can be provided upon request.

Memberships

Since 2021: **Professional Scrum Master** (PSM I – Scrum.org)

Since 2013: **International Coaching Federation (ICF), PCC certified Coach**

Since 2012: **The British Psychological Society, Register of Qualification in Test Use** – Occupational, Ability, and Personality.

Since 2010: allowance to practice the profession of **psychologist**.

Languages

Italian: native speaker

English: full professional proficiency

German: elementary proficiency

Spanish: elementary proficiency

Technical Skills

Workday

Microsoft Office

SPSS, HLM and AMOS