

CURRICULUM VITAE

NICOLA PARRINI

Permanent Address:

Contacts:

Personal Email

VICE PRESIDENT HR GROUP LEARNING, DEVELOPMENT AND LEADERSHIP AND VP HR GBIS DIVISION (GLOBAL BRANDING, INNOVATION NEW TECHNOLOGIES, START UP, JV AND SUSTAINABILITY)



Location : Munich (Germany)

Oct 2021 – Now

Key figures Total Headcount in scope : Learning and Leadership (full company 46000) + GBIS (2700)

Reporting line : GLOBAL CHRO Essity group / President GBIS

Scope of the role : Global

Learning and Leadership: creating and driving a global strategy in the learning and leadership arenas at group level. Major focus areas : future of learning at Essity strategy , : digital AI based journey, new blended/ target audience, personalized skill base learning based agenda , new learning governance(University and Academy 2.0) / new make or buy strategy/ new leadership transformation strategy and related agenda/ gamification, social and action learning strategy

GBIS : Creating and driving a people strategy by designing and executing a clear and rounded agenda for all the HR dimensions Support the evolution of business with specific regards to inorganic growth via technology acquisition of Start up companies, Joint ventures, and New Digital Hub based on Breakthrough Innovation. Guide the evolution of the digital mindset and leadership culture. Move the Capabilities set to the next level with specific regards of marketing and sales, branding, Innovation and R&D , trough out a new learning culture based on new technologies and digital tools (AI based program)

VICE PRESIDENT HR BUSINESS UNIT MOTION TECHNOLOGIES- ITT Inc.



Jan 2019 – Sept 2021
New York /Turin

Key figures of Motion Technologies : Total Headcount in scope :around 5000 / BU Total turnover : 1,4 bln dollars (3 bln full company) / 25 plants around the world + 8 head offices /commercial offices / 3 innovation Centers / 4 different BU in the scope/

Reporting line : GLOBALCHRO ITT Corporation / President Motion Technologies Value Center

Scope of the role : Global

Due to a new market modeling and new business and footprint strategy, design from scratch the new people strategy by designing and executing a clear and rounded agenda for all the HR dimensions specially focus on : business expansions via significant investment plans and M&A and footprint organizational re-design and restructuring , new cultural set up based on strong evolution on Diversity, Equity and Inclusion. Redesign the full set of HR using digital as a key asset, design and implement a new way of high performing culture and steering improvement from managerial and people prospective in terms of the entire set of HR processes (from strategic workforce planning to final execution)

GLOBAL HR DIGITAL TRANSFORMATION LEADER (and HR DIRECTOR ITALY)



Location : Milan/Lucca/Munich/Stockholm

Jan 2016 – Jan 2019

Global HR DIGITAL transformation leader: Scope Global (46000 employees) reporting to CHRO

Global Digital Global implementation and New HR global operating model : complete redesign the people experience (from attraction to retirement): reassess all the Global HR processes and redesign all from scratch in a DIGITAL global way with 3 main focus : simplicity, high standard delivery and superior people experience. Project delivered fully delivered on time and costs

HR Director Italy : Key figures : Total Headcount (In Italy) in scope :around 1000 (global 46.000) / (Total turnover Italy : 500 mln euro) / Full local organization in place with all the functions included manufacturing (**4 plant in Italy**)

Reporting line : VP HR Operations (as HR Director Italy)

HR Director Italy : To build a solid and rounded People Strategy for all the HR dimensions in order to support the rounded change of the business model (full assessment of the entire organization, design of the new organizational model and relative transformation process, especially : new manufacturing footprint due to restructuring measures and new investment in AFH , sales and marketing organization, and all the staff functions+ M&A of BSN)

HR DIRECTOR R&D, INNOVATION , GLOBAL MARKETING , GLOBAL FUNCTIONS AND JOB FAMILIES AND GROUP NEW BUSINESSES



Location : Parma/Paris/US/ Sweden

Jan 2012 – Jan 2016

Key figures : Total Headcount in scope :around 1500 (8000 Group level)

Reporting line : Global Chief HR Officer

Scope of the role : Global

HR Lead of the R&D, Innovation team , Global Marketing , **Global functions and New Business (Italian kitchen Restaurants and Academia Barilla)**, responsible for supporting organization's development and transformation by supporting all the HR dimensions: full redesign of all Global HR processes, changing of the work culture and steering improvement from managerial and people experience by talent attraction, development and retention, evolution of the leadership role, diversity programs, organization design, **launch of the design thinking approach, “start up” collaboration model** and people centric based organization via a new HR digital experience

SENIOR HR PLANTS MANAGER - SOUTH EUROPE OPERATIONS



Barilla

Location : Novara/ Castiglione delle Stiviere

January 2010 – December 2011

Key figures : Total Headcount in scope :around 1000 (8000 Group level)

Reporting line : Operations Directors/HR Director Operations

Scope : Italy

Lead of the HR transformation (cultural, organizational model, full reskilling of the entire population in scope, rightsizing, change of the union relations model) due to the decision to completely revamping of the manufacturing footprint with a huge plan of investments in automatization and new way of working

HEAD OF HR MANAGER ASTRA Veicoli Industriali



Iveco

Location : Piacenza

February 2009 - January 2010

Key figures : Total Headcount in scope :around 1800 (18000 Group level) / Total turnover Astra : 350 mln euro) (Full company turnover 10 bln) / Full organization in place with all the functions included manufacturing/R&D and Innovation (1 plant in Italy + dealers spread over the world)

Reporting line : CEO/HR VP

Scope : Global

Lead of the HR function and company culture transformation; responsible for supporting the HR organization's business growth and model (creation of the new dealers network, full redesign of R&D organization, sales and marketing global network extension "lean organization" model (pilot company), etc..) by the creation of a strong center of excellence in HR in all the core fields (talent management, C&B, learning and development, organizational design, etc..)

HR SENIOR MANAGER FIRE FIGHTING VEHICLES and EUROPEAN UNION AND INDUSTRIAL RELATIONS MANAGER



Iveco

Location : Brescia/Ulm (Germany)

January 2008 – February 2009

Key figures : Total Headcount in scope :around 800 / Total turnover : 150 mln euro) / Full local organization in place with all the functions included manufacturing (included 1 plant in Italy)

Reporting Line : CEO

Scope:Europe(Italy/France/Austria/Germany)

Lead of the HR function; responsible for supporting the merge of the local Italian company into Iveco holding, HR partnership for the launch of the business model and development, (, full redesign of R&D organization, sales and marketing development, “lean organization” model, etc..) by the creation of a strong center of excellence in HR in all the core fields (talent management, C&B, learning and development, organizational design, etc..., transformation of the company culture, leadership model and continuous improvement change management mindset)



IVECO

Hr Business Partner

Iveco

Location : Brescia

April 2005 -December2007

Key figures : Total Headcount in scope :around 1300 (out of 3400 of the plant)

Reporting line : Plant HR Director

Scope : Italy

Strong support in a huge HR transformation (cultural, organizational model and design, downsizing, change of the union relations model, etc..) due to the decision to completely re-design the manufacturing footprint and model with a huge plan of investments in automatization and new way of working. **Full HR Reorganization** and transformation of the relative plant (management of reorganization of the plant and relative procedures (mobilità e CIGO) , launch of development plans ed production efficiency, union agreements , new operating models , retraining, etc..)



Union and Industrial Relations Specialist

General Electric - Oil & Gas

Location: Firenze

March 2004- March 2005

Scope : Europe

Languages

- | | |
|-----------|---------------------------------------|
| - English | Fluent |
| - Spanish | Fluent (international certification) |

- Italian

Native speaker

Other working experiences :

1993 – 1994 : Media Agent

1995- 2002 : Legal Arbitrator(social services area)

2002- 2004: HR specialist and Board Member of COCEA S.r. l (Gruppo Promos)

Other experiences :

- Advisory Board Member for the Master HR and Sustainability for Bologna Business School
- HR Speaker and Writer
- Individual and team coach
- Board Member

Education

- Degree in Law- 'Università degli Studi di Pisa -108/110 and Master in HR (Fondazione Istud)

- **Universidad De Oviedo (Spain) : Erasmus Project Oviedo –**

- Master in: “Innovation Management “ : Fraunhofer Institute

As of now I authorize my personal data according to Dlgs 196 del 30 giugno 2003 and art. 13 GDPR (UE 2016/679 regulation)

Nicola Parrini