

## Personal Profile

HR Manager with a business-oriented approach aimed at creating value in multicultural environments, with a strong international experience. Very passionate about challenging cross-functional projects, and driven by a continuous improvement approach. Result-oriented, with strong ethics and a strive for excellence.

## Education

- 2017-2018 SDA BOCCONI, Milan, Italy  
Global Executive Master of Business Administration (graduated with honors)
- 2014-2015 IL SOLE 24 ORE BUSINESS SCHOOL, Rome  
Executive Master in HR Management
- 2006-2012 LA SAPIENZA UNIVERSITY, Rome  
MA and BA in Chinese Studies (110/110 cum laude)  
▪ Scholarship Exchange Programs in China (1.5 year)

## Professional Experience

- 02/2019-today **HUAWEI TECHNOLOGIES ITALIA, Consumer Business Group (Milan)**  
**Senior HR Business Partner**
- Manage all-round HR activities in the Consumer Business Group (180 employees): recruitment & training, labor law compliances, C&B, organizational design, performance management, leadership development, employee care;
  - Perform analysis on internal and market data to lead the business in developing competitive advantages and achieving positive business results. Some HR analytics projects: Overtime management for organizational efficiency; Compensation scheme review; Competitors analysis; Outsourced staff management
  - Designed and manages a data-based recruitment process through assessment centers and skill matrix evaluations, ensuring objectivity of the process, high involvement of business managers and high standards.
  - Created Huawei Digital Ecosystem team from scratch, designing the organization with business managers: +30 staff in 8 months, 1<sup>st</sup> in all regional KPIs, key for the company survival after the 2019 US ban against Huawei.
  - Manages leadership plans (360° feedback) and training plans for managers and employees ensuring continuous development in line with business needs.
- 2018-2019 **CEVA LOGISTICS, Milan, Italy** Global leader in Supply Chain Management  
**HR Business Partner – Northern Italy and Central Italy**
- Managed all-round HR activities in 30 plants (500 employees): recruitment & training, labor law compliances, C&B, organizational design and process optimization;
  - Coached Plant Managers in implementing business strategy within teams through a defined vision and a structured performance management;
  - Implemented organizational restructuring managing related Industrial Relations: supported in the negotiation of collective dismissal procedure and accomplished of +20 exits in 6 months, with 850K € labor cost saving and 1.3 years of avg. payback.
- 2016-2018 **RENESOLA ITALY, Milan, Italy** Chinese Group active in PV and LED sales  
**HR & Admin. Manager**
- Implemented development strategies with local GM and China HQ through business modelling, market analysis and process setup to reach +100% revenues target in 2017 (start-up phase)
  - Managed all-round HR activities: budgeting; recruitment; training; labor law; C&B; performance management and organizational development, implementing 100% projects within schedule
  - Led an organizational restructuring phase, resulting in a YoY 100% revenue increase and 30% cost savings
- 2013-2016 **HANERGY HOLDING GROUP, Rome, Italy** Chinese Group active in green energy  
**HR & Office Manager (2014 - 2016)**
- Implemented development strategies with HQ and local CEO and supervised all-round HR activities, reaching 100% targets within schedule
  - Executed an organizational restructuring and managed a company reorganization with 50% redundancies, saving € 400K of employment litigation forecasts
  - Designed new HR Procedures focused on process optimization
- HR & Admin. Assistant (2013 - 2014)
- Executed all-round HR and administration activities and guaranteed labor law compliance in a start-up phase: +20 new HC only in Q4 2013
  - Promoted to HR and Office Manager after only 7 months onboard

## Annunziata Rispoli



### Personal Data

Place of Birth: Termoli (CB)  
Nationality: Italian

### Permanent Address

Via V. Forcella 11,  
20144 Milano, Italy  
Tel.: +39-338-370-0104

### E-mail

annunziata.rispoli@gmail.com

### Linkedin

www.linkedin.com/in/annunziatarispoli

### Languages

Italian Native  
English, Chinese, Spanish → Fluent  
French → Basic

### Additional Information

2022/02 - present → Member of Toastmasters International, a public speaking club aiming at developing leadership and communication skills

2009-2011 → 1.5 years of studying and working in different Chinese cities (Beijing, Hangzhou and Lanzhou) thanks to University merit scholarship

2012 → 6-months Scholarship at the Italian Consulate of Mendoza (Argentina)

2003 - 2004 → One year Exchange Scholarship in Portland (OR), USA

Personal Interests => reading, travelling, sports, public speaking