

Alessia Scano

ICF Certified Coach | Empathic Leadership Facilitator | Emotional Intelligence Trainer | Working with Leaders who Want to Build Psychologically Safe & Thriving Teams

Italy

Summary

With 15 years at Amazon leading hybrid teams across continents and time zones, I've honed my expertise in building and empowering culturally diverse groups.

Certified in emotional intelligence and empathy, I bring a hands-on approach to coaching, offering tailored, research-based support to develop and enhance leadership skills.

My work is grounded in integrity, candor, and genuine connection, my guiding principles in serving as a lighthouse: as a coach, I cast light on the viable routes, so that you can choose the best one for you and the organization you lead.

Inspired by [kintsugi](#), the Japanese art of mending broken objects with gold, I help leaders transform challenges into strengths. Together, we'll crack outdated patterns and [create a new narrative](#).

Coaching with me means [empowering](#), turning obstacles into growth, and [supporting](#) for you and your organization.

Experience

Alessia Scano

Leadership Coach

September 2022 - Present (2 years 9 months)

I leverage my experience as leader, mentor, EQ enthusiast, and coach to work with professionals seeking to enhance their impact at work. I coach leaders willing to drive transformation, forming and leading successful teams in inclusive, empathetic work environments.

Amazon

Top Skills

Emotional Intelligence

Leadership Development Facilitation

Languages

Italian (Native or Bilingual) Spanish

(Professional Working) German

(Limited Working)

French (Elementary)

English (Native or Bilingual) Russian

(Elementary)

Certifications

Relational Skills of Emotional Intelligence

Foundational Skills of Emotional Intelligence

#IAmRemarkable Official Facilitator

Certified Completion of Oji Emotions (Amazon Edition)

13 years 10 months

Regional Manager APJC & EMEA - Global Talent Management
December 2021 - August 2024 (2 years 9 months)

Regional Manager EMEA - Global Talent Management
May 2019 - December 2021 (2 years 8 months)

Talent Management Specialist Manager
October 2017 - April 2019 (1 year 7 months)

Talent Management Senior Specialist
June 2017 - October 2017 (5 months)

Amazon BuyVIP EU Production Manager
June 2016 - May 2017 (1 year)
Milan, Lombardy, Italy

- Led organizational change, unifying 3 sales campaigns production functions under one leader, and led newly formed team to optimize resource management and synergies.
- Drove process automation and improved allocation of resources
- Led the team to deliver steadily above OP: +33% vs OP in peak season.
- Consistently invested on team development and career growth.

Amazon BuyVIP EU Content Team Manager
August 2014 - May 2016 (1 year 10 months)
Milan, Lombardy, Italy

- Single-threaded leader of Italy, Spain, and Germany content teams.
- Simultaneously managed remote 12-people team in Germany, and team managers in Spain and Italy.
- Led automation and process standardization, driving efficiency growth to +40% YoY.
- Led organizational change, aligning structure and size of local teams.
- Promoted equal access to development opportunities across locales.

Web Editor Manager @Amazon BuyVIP
April 2011 - July 2014 (3 years 4 months)
Milan, Lombardy, Italy

- Led Italian content team to top performance across locales.
- Italian POC for cross-department projects, new category launches
- Drove Browse and Search Launch in Italy from business side.
- Key contributor to standardization of campaign production process across all locales.

Web Editor @Amazon BuyVIP

November 2010 - March 2011 (5 months)

Milan, Lombardy, Italy

- Designed Excel-based solutions to standardize input across three locales (Italy, Spain, Germany).
- Created product category and translation glossaries.
- Created guidelines for all product categories, to standardize and scale vendor input.

BuyVip

Web Editor

September 2008 - November 2010 (2 years 3 months)

Milan, Lombardy, Italy

Creating website content - product descriptions and brand presentations - in Italian.

Localized website content from Spanish and to/from German.

United Nations Development Programme

Intern

September 2007 - December 2007 (4 months)

Moscow, Moscow City, Russia

Governance Unit Intern, UNDP Country Office, Moscow, Russian Federation

Project scoping and research, information activities organization, bid application and project documentation.

ecare CRM Business Solutions

Customer Care & Back Office Employee

August 2005 - June 2007 (1 year 11 months)

Cesano Boscone, MI

Education

Università degli Studi di Padova (UNIPD) / University of Padua

Bachelor of Science - BS, Techniques and Methods in Psychological Science · (October 2024)

ISPI School

Master's degree, International Cooperation · (2006 - 2007)

Alma Mater Studiorum – Università di Bologna

Master, International Relations · (2002 - 2005)

Alma Mater Studiorum – Università di Bologna

B.A., International affairs · (1999 - 2002)