

VANIA MARINI

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EDUCATION

1998–2002, Master's Degree in Work and Organizational Psychology, Università degli Studi di Cagliari
1994–1997, Bachelor of Arts in Psychology, University Of The Islands, Usa (European Campus: Milan, Turin, Rome, Florence, Cagliari)

ACADEMIC POSITION

2024– present, University of Bologna
Adjunct Professor

PROFESSIONAL EXPERIENCE

2024–present, Freelance Consultant – HR, Coaching, Mentoring
2024–present, Freelance Consultant – Soluzione Carriera
2021–2024, EMEA Talent Acquisition and People Development Senior Manager, Champion Europe Group / Hanesbrands
2013–2021, HR Senior Manager, Automobili Lamborghini (VW-Audi Group)
2007–2013, Talent Acquisition and People Development Manager, Datalogic SpA
2006–2007, Program Coordinator, Executive Master in HR Leadership, SDA Bocconi School of Management
2005–2007, Freelance Consultant – HR Training and Development Projects
2000–2004, Recruiting & Training Specialist, TISCALI

TEACHING EXPERIENCE

University of Bologna

2024–present
37848 Laboratory – Professional Design Lab

Bologna Business School

2014–2020
People Management – Executive MBA

Champion Europe Group - Hanesbrands (HBI), Carpi (Modena)

2021–2024

Internal Trainer for various courses for the European Team (ca. 280 people), including:

- Performance Management Process (40 instructional hours per year)
- Talent Acquisition Process (8 instructional hours per year)
- Continuous Feedback (30 instructional hours per year)
- Mentoring Methodology (30 instructional hours per year)

- EAP Employee Assistant Program <https://www.cigna.com/> (2 sessions, 1 in English and 1 in Italian)

Internal Facilitator for various initiatives for the European Team ca. 280 people, including:

- Diversity and Inclusion Workshop
- GoodhabitZ Platform (learning application www.goodhabitZ.com)
- Speexx Platform (English learning application www.speexx.com)
- Champion EMEA Leadership Profile and Values Project

Automobili Lamborghini, Ducati | Project Management of Dual Education System Italy

2014–2019

(<https://www.istruzione.it/alternanza/BOIS01900X.html>)

Instructor for some teachers of 'Istituto Aldini Valeriani' (Bologna) and 'Istituto Belluzzi Fioravanti' (Bologna) involved in the Dual Education Project about 'adult learning techniques used in international companies'

Freelance Consultant, Milan

2005–2007

Several projects for different consulting companies such as training needs analysis, design and delivery of training courses.

- CRORA | Organizational Research Center
- ATI Consulting | Company for organizational development
- HUDSON HR | Consultancy Company
- Studio ODS | HR Consultancy Company

PARTICIPATION AS INVITED SPEAKER

Automobili Lamborghini - VW-Audi Group, Sant'Agata Bolognese (Bologna)

Guest lectures at various international universities as part of company presentations:

2015, 'Imperial College Business School'

2018, 'Tulane University'

2018, 'POLIMI' – Engineering Day -

2018, 'Lambo Days - School of Engineering and Architecture of the University of Bologna'

2019, 'BBS Executive Master in Public Management and Innovation'

INSTITUTIONAL ACTIVITIES

2006–2007, SDA Bocconi School of Management, Milan

Coordinator of the "Executive Master in Human Resources Leadership" Master (International EMHRL)

Management of the program in partnership with Rutgers University, USA

2014–2020, Bologna Business School

Coordinator for 6 editions of the "Talent Acquisition and Employer Branding" Module in the "People Management" course