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| **MAURA GALLOTTI**  +39 3441379096  [gallotti@gsom.polimi.it](mailto:gallotti@gsom.polimi.it)  *Deeply passionate about*  *I have full trust in human potential.*  *I believe people are able to transform themselves and the company they work in, if they can reconnect with the meaning of their work.*  *I am certain about the long-term intangible value that People Depart. provides to the business and to the strategy, contributing to its financial value creation and far beyond.*  **Università orientale**  Master’s degree International Sciences  2003 (Islamic Studies)  **Stoà**  Post graduate Master in Public Management  2004  **sole24ore**  Exec Master in Human Resources  2006  **ICF ExECutive Coaching CERTIFICATION**  AsterysLab - *underway*  **SOFT SKILLS**  Strong entrepreneurial approach  Accountable of decisions and results.  I take ownership for getting things done.  I think creatively, I am resilient, accurate and a problem solver.  I positively respond to challenges.  I always spend time and energy to build trust in the working relationships.  **Technical SKILLS**  Fluent in English  Excellent knowledge of HR Management principles and practices  Excellent knowledge of labor law (ITA, US, EMEA, CN, HK, RU)  Excellent knowledge of financials and business strategy  **other professional INTERESTs – IN EDUCATION**  Member of ManagerItalia Women Committee  **PERSONAL INTERESTs**  Blogger, guitar player, cartoonist. Fond for history and of my 3 kids. |  | **POLIMI GSOM** 2023 -…  ***Adjunct Professor***  **main COLLABORATIONS**: Dept. Leadership & Innovation (Tommaso Buganza), Dept. Innovation & Strategy – Purpose (Josip Kotlar).  Corporate Programs: UNICREDIT, TENARIS, PIRELLI, FERROVIE, LEONARDO, ENGINEERING, SNAM, RHENUS, SOL GROUP, EVOCA, W Executive, SAIPEM, MEDACTA, PRYSMIAN, SGS, …  Consultancy Programs: Purpose-led Leadership @NIVI  **24ore BUSINESS SCHOOl** 2023 - …  ***Core Faculty***  **main Topics**: Development of Postgraduate Learning Programs on the main tools of People Value Proposition (from People Strategy to People Experience, Strategic Organizational Planning, Total Reward, Performance Management, Learning & Development,)  **ISTUD**  2023 - …  ***External Consultant***  **main Topics**: People Management, Talent Growth and Development.  Lecturer @POLITO Postgraduate Master in Digital User Experience Designer  Corporate Programs: CHIESI, BANCA IFIS, RAFFMETAL  Consultancy Programs: Setting up an internal Assessment Center @M.M.  **LANTAO DESIGN BUSINESS SCHOOl (CHINA)** 2023  **POLiDESIGN** 2023 - …  ***Lecturer***  **Johnson&johnson** (Milan) 2024 - 2025  ***Advisor on People Department’s activities***  Design and elaboration of the 2025-2026 Learning & Capability Development Strategy for J&J ITALY, in line with the Strategic Business Strategy of the Group  **SIFARMa / LEARN MORE** (Milan) 2023 - 2025  ***Advisor on People Department’s activities***  **THE MIND AT WORK** (UK) 2023 - …  ***Associate***  Strategic consulting company focused on people leadership and business transformation  **TRUSSARDI spa** (Milan) 2021 – 2023  ***Head of People***  **MAIN RESPONSIBILITIES**  Part of Trussardi turnaround & repositioning of the maison, with the full responsibility, from a HR perspective, of the transformation of the Group (ITA; ES, DE, AU, PL, RU, CN) - approx. 500 people.  Reporting to the CEO, in charge of:   * setting up the new People Strategy that enables the transformation, * re-designing organization, HR tool and processes, leading a huge organizational re-structuring, rightsizing the company (layoffs/furlough plans), * reshaping leadership model & the talent management system * developing a Culture & Values System to reinforce the Trussardi spirit across all meaningful touchpoints for internal & external people * kicking off the launch of a Restaurant & Café in Trussardi alla Scala (hiring 38 people from F&B and setting up all hard procedure related to food)   All the above with a strong focus on being resourceful and extremely cost conscious, Moreover full responsibility of global Personnel Cost management – to ensure financial sustainability in the short/mid term, working closely with shareholders and Strategic committee  **MOLESKINE SRL** (Milan) 2015 – 2021  ***Global PEOPLE & PURPOSE Director / Board Member Moleskine Foundation / Amministratore Unico di Moleskine Café srl***  **MAIN RESPONSIBILITIES**  I have been responsible of 2 main re-organizations and restructuring of the company, at a global level, with KPI on the business and the cost effectivity.  I was responsible of leading and implementing Moleskine’s strategy to recruit, retain and develop talents, setting up and deploying a corporate culture which emphasizes excellence, entrepreneurship and collaboration for the whole Group (IT – USA – DE – HK – CN - JP) of approximately 500 people.  I was also responsible for leading and managing the entire employee life-cycle, and the development of new people-related systems, to support the achievement of the organization’s 5 Y Plan and short-term objectives.  **COMPENSATION & BENEFITS – PERSONNEL COSTS – Metrics & ORGANIZATION**  In my role, I provided tools and guidelines to support and implement policies and procedures for the whole international HR Department.  I am responsible for the definition and the consolidation of Personnel Budget.  I advised and proposed governance and organization models to respond to company needs and changes.   * Design and implementation of a comprehensive reorganization for the entire Group * Definition and implementation of a Group Long Term Incentive Plan * Set Up of “Compensation & HR Analytics” Unit, * Group Grading and Compensation benchmark analysis   **RecruitmenT – DEVELOPMENT - performance MANAGEMENT**  I guaranteed the execution of the HR strategy coordinating the Local HR teams:   * Set up of Group HIPO Program / Retention plan / New Culture Model * International mobility and Assessment Center * Renew of the MBO (Short term Bonus) tool * Co-Creation of an internal Master in Innovation & Design Management (POLIMI GSoM)   **labour law compliance and general services**  Accountable for solving complex employee relations in a balanced, fair and objective way, with a strong focus to costs reduction and corporate liability.  **Populis srl** (Rome) 2010 – 2015  ***Group HR Manager***  Responsible for HR Department start up (IT – DE – IRE – BR)  **set up of the HR unit**  Responsible for setting up from scratch the HR Department. Strong focus on Micro-Organization and Recruitment, Cost Control and Labour Law.  **Autostrade per l’italia**(Rome) 2006 – 2010  ***Head of Recruitment***  Responsible for global recruitment activities (IT – BR – CHL – PL – INDIA) for all Autostrade’s subsidiaries in the Emerging markets, as well as Italian market  ***HR Development Professional***  Responsible for the deployment of Development activities for “Junior and Middle Manager” (Assessment centers, Development labs, succession plans)  **Mbda italia**(Napoli) 2004 – 2006  ***HR Generalist - Plant***  Training and Organization in a mechanical plant of #1000 people.  **Presidenza del consiglio** (Roma) 2004  ***Internship in Business Process Re-enginering*** |