|  |  |  |
| --- | --- | --- |
| **MAURA GALLOTTI**+39 3441379096gallotti@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 Sciences2003 (Islamic Studies)**Stoà**Post graduate Master in Public Management2004**sole24ore**Exec Master in Human Resources2006**ICF ExECutive Coaching CERTIFICATION**AsterysLab - *underway* **SOFT SKILLS**Strong entrepreneurial approachAccountable 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 EnglishExcellent knowledge of HR Management principles and practicesExcellent 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 DesignerCorporate Programs: CHIESI, BANCA IFIS, RAFFMETALConsultancy 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*** |