

**Education**

<b>Institution: (Date from – date to)</b>	<b>Degree(s) or Diploma(s) obtained</b>
Empedocle Liceo specializing in classical studies – Agrigento/Italy – 1979 -1984	Classical High School Diploma
Politecnico di Milano University – Milan/Italy – 1984 -1990	Degree in Nuclear Engineering ( 100/100 full honor degree )
Internal courses Procter & Gamble – 1993 -1999	Interpersonal Managing Skills, People Management Systems, Total Quality Fundamentals, 3E Leadership, Managerial Effectiveness, Team Effectiveness, HPWS (High Performance Working Systems), Advanced Quality Assurance, System Owner Approach, Training for Trainers, Effective Presentations; Business Statistics; Analytical Trouble Shooting
International Management and Business Schools – 1999-2006	Interpersonal Managing Skills, Team Communication (LEARNING SYSTEMS), Measuring the ROI (Return of Investment) of the training,, The company Interfunctional Communication Plan (GALGANO FORMAZIONE), People Management (SDA BOCCONI), HR International Conference 1999 (MCE), Web Project management, Finance for non Financial Managers, E-training Conference (CEGOS Italia), Lean Manufacturing Conference (EMERSON ELECTRIC), Leadership Training (HRD Italy)

**Language skills:** Indicate competence on a scale of 1 to 5 (1: excellent, 5: basic)

<b>Language</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
English	1	1	1
French	2	2	2
Italian mothertongue	1	1	1

**Membership of professional bodies:**

- **APS – Association of Productivity Specialists**

**Other skills:**

- **Computer skills: Windows Office ( Word, PowerPoint, Excel ), Outlook**

**Present position:**

- **Free-lance senior consultant, teacher, managers’ trainer in international companies, public organisations, Italian Entrepreneurs Associations**

**Key qualifications:** (Relevant to the program)

- 11 years’ experience as Organization, Human Resources and Operations Manager/Director in international and multicultural companies and organisations
- 9 years’ experience as Interactive Teacher / Trainer

**Specific foreign countries experiences:**

<b>Country</b>	<b>Nature of assignment and name of client</b>	<b>Date (from - to)</b>
Euskirchen (Germany)	<b>Start-Up manager, supervising Commissioning, Qualification and Start-Up of a Pampers Production Line and organizing on the job and theoretical technical training</b>	March – September 1996
Turkey, USA, EU Countries	<b>Frequent 1-2 week trips for benchmarking and training in Procter &amp; Gamble Production Facilities</b>	1993 -1999
Slovakia	<b>Transfers and stays in Liebert HIROSS Novemesto Production Plant, training the site trainers</b>	1999 -2001

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**Professional experience:**

<b>Date from Date to</b>	<b>Location</b>	<b>Company</b>	<b>Position</b>	<b>Description</b>
1991-1992	Palermo, Italy	<b>Carabinieri Army</b>	Lieutenant	Officer leading a 12 people platoon
1993-1995	Pomezia (RM), Italy	<b>Procter &amp; Gamble</b>	Process Engineer	My job consisted in ensuring production lines reliability and product quality of PAMPERS Production lines through implementing projects in synergy with the Schwalbach (D) European Central Engineering and the other P&G European Production Facilities. Priority Areas: <ul style="list-style-type: none"> <li>✚ Benchmarking of Production KPIs with P&amp;G Europe Production Plants</li> <li>✚ Technical projects definition and implementation</li> <li>✚ Line Technicians' technical training</li> </ul>
1995-1997	Pescara, Italy	<b>FATER S.p.A.</b>	Production manager	FATER S.p.A, joint venture between P&G Italy and LINES Angelini, third Italian Company in the 2006 Great Place to Work Best Companies List I was leading 52 people as responsible for the safety, quality, reliability and costs results of the first PAMPERS Production Line in Pescara Plant Priority Areas: <ul style="list-style-type: none"> <li>✚ Process Parameters and checks implementation</li> <li>✚ Production scheduling and control</li> <li>✚ T.P.M. (Total Production Maintenance)</li> <li>✚ M.R.P. II</li> </ul>
1997-1999	Pescara, Italy	<b>FATER S.p.A.</b>	Plant Organizatio n Developme nt Manager	Extending Process Controls, TPM, Preventive maintenance, Lean Production, MRP II to the whol Pescara Production Plant (750 employees) and implementing the High Performance Work System (HPWS), linking training and career development to the business priorities Priority Areas: <ul style="list-style-type: none"> <li>✚ Plant Vision Development</li> <li>✚ Management By Objectives (MBO)</li> <li>✚ Recruiting</li> <li>✚ Performance Appraisal</li> <li>✚ Training and Career Development</li> <li>✚ Trade Unions Relationships</li> </ul>
1999-2001	Piove di Sacco (PD) - Italy	<b>Liebert HIROSS – Emerson Corporation</b>	Training Center Manager	Emerson is one of the 50 Fortune's big companies, Liebert HIROSS with its 1500 employees, 3 Production Plants, 15 FDO's is European leader in High Performance Conditioning Systems and Uninterruptible Power Supplies ; I was managing the European Training Center Human and financial resources, defining Corporate Training Programs and organizing Managerial and Technical training for customers, employees and distributors Priority Areas: <ul style="list-style-type: none"> <li>✚ Corporate Training Needs Analysis, Budget and Program</li> </ul>
2001-2003	Santa Maria di Sala (VE) - Italy	<b>Speedline– Amcast Industrial Corporation</b>	Organizatio n Developme nt Director	1 <sup>st</sup> European manufacturer of light alloy wheels, 1400 employees. I supervised and coordinated the Lean Manufacturing Implementation Priority Areas <ul style="list-style-type: none"> <li>✚ New ERP implementation</li> <li>✚ Process Reengineering through Production, R&amp;D, and Marketing &amp; Sales functions</li> </ul>

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2003-2004	Thiene (VC) - Italy	<b>ESTEL S.p.A.</b>	Organization, Human Resources and Operations Director	ESTEL develops, produces and commercialises home and office furniture. Priority Areas <ul style="list-style-type: none"> <li>✚ Analysis and reengineering of F&amp;A roles</li> <li>✚ “Company KPIs definition team” coordination</li> <li>✚ Customer Order Processing Redesign</li> <li>✚ Production Scheduling and Product Distribution Reengineering</li> </ul>
2004-today			<b>Free Lance consultant and trainer</b>	See below
<b>Universities, Graduate Training</b>				<b>Main topics</b>
	<b>CUOA Impresa, Vicenza</b>		Graduate Training	Company Organization, Human Resources Management
	<b>Forema – Associazione Industriali Padova</b>		HR, Logistics and Marketing Masters	Training for trainers, Organization Assessment, Production Scheduling, MRP, Customer Satisfaction Analysis
	<b>Assistal - Padova</b>		Graduate Training	Leadership, managerial Effectiveness, Process Reengineering
	<b>EFA – Ente Formazione Artigiana - Padova</b>		Logistics Masters	Supply Chain Management, Outsourcing
	<b>ENFAPI - Vicenza</b>		Graduate Training	Purchasing Office Organization, Human Resources Management
	<b>Next (Ascom), Padova</b>		Logistics and Marketing Masters	Supply Chain Management, Stock Control, Provision Management, Production Organization and Scheduling, Customer Service, Human Resources Management and Development, Strategic Marketing
	<b>CESCOT, Padova</b>		Graduate training for Free Style Bartenders	Customer Management
	<b>IRECOOP - Rovigo</b>		Graduate Training	Integrated Logistics
	<b>UPA Formazione - Padova</b>		International Project to create a District Sales Force in the “Bassa Padovana Furniture District”	Italian Furniture Market Analysis, Innovative Production Systems in the Italian Furniture Industries
<b>Managerial and Professional Training</b>				<b>Main topics</b>
	<b>ASCOM - Padova</b>			Marketing & Sales Training
	<b>Unione Industriali Padova</b>			Leadership, Stock Control, From Training needs analysis to delivery and evaluation, Lean Production, 5S, TPM
	<b>CUOA, Vicenza</b>			Marketing and Communications, Corporate Identity and Image management
	<b>Unindustria Treviso</b>			Team Building, Change Management
	<b>Provincia di Rovigo</b>			Entrepreneurial capabilities, Marketing planning, Communication skills
	<b>Promopadova, Padova</b>			Strategic Marketing, Self-marketing
<b>National and International Companies</b>				<b>Main topics</b>
	<b>Bat Accessori, Venezia</b>			Production Scheduling, MRP, ABC Stock Analysis, Dispatching, Daily Rate, Kanban
	<b>Eterno Ivica - Padova</b>			Time Management, Company Meetings
	<b>Fratelli Munaretto - Vicenza</b>			Purchasing Organization, Outsourcing

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	<b>Indesit Star Cucine - Treviso</b>		Team Building
	<b>Media Profili - Treviso</b>		Production Department Reorganisation
	<b>Nuova Meridiana - Verona</b>		New Market Analysis
	<b>San Benedetto - Venezia</b>		Logistics Department Process Reengineering
	<b>Seal Line - Vicenza</b>		Change Management, HR management, Empowerment of human resources, Communication skills
	<b>Sol Welding - Vicenza</b>		Supply Chain and Customer Service
	<b>TAS - Padova</b>		Leadership Skills
	<b>Tibi - Venezia</b>		Production Scheduling, MRP, ABC Stock Analysis, Dispatching, Daily Rate, Kanban
	<b>UNO - Venezia</b>		Leadership skills, Production Scheduling
	<b>Culture Council Department - Naples</b>		Training for Trainers

**Other relevant information:**

- As manager frequent and long business stays in the U.S., Eastern Europe, EU countries.
- Lean Production, TPM, 5S, Kanban implementation in multinational contexts