

My professional background

Until the end of 2010 I have been accountable for the **Leadership Development function** for **Nokia worldwide**.

Before that, in 2004, I was the Human Resources Director for the Italian broadband operator **Fastweb**, coming from Nokia Networks where, between 1996 and 2003, I have been first in charge of the South Europe HR function and then I moved to Bruxelles in a global business HR role, supporting Sales and Marketing units. In that role, I contributed to the design and implementation of a major worldwide organizational change that took place within **Nokia Networks**, moving the whole sales and marketing units from a geography centric model to a customer centric one.

Between 1985 and 1995 I worked in NCR and AT&T. In NCR I became responsible for the Recruiting activities for Italy. After the merge between NCR and AT&T I took care of the HR support for the Italian sales and marketing teams which had to bring an integrated offer to the market place.

NCR and AT&T have been the two contexts in which I grounded and created a solid foundation to build my HR competencies.

Fastweb gave me the opportunity to experiment the dynamics within a top leadership team.

Nokia represents my maturity as a professional and as an HR leader and it has been within this context that I grew and consolidated my genuine passion towards people development.

My innate and natural tendency to coaching has always brought me to combine efficiency and effectiveness of my work with a great respect for the professional and personal realization of the people working in my team(s) or within the company business units or working as business partners.

An element that has always characterized my career is a strong international exposure. Thanks to that I gained a special capability to stay and help others to succeed in multi-cultural contexts and in any context where there is a presence of diversity (cognitive and not just geographical diversity).

I was born in 1963 in Milan, where I live.

My professional certifications:

- **Executive Coaching Diploma (European School of Coaching, ontological coaching methodology), ICF (International Coaching Federation) recognized**
- **PCC ICF certification (intermediate level) is my goal**
- **Myers-Briggs (MBTI)**
- **Feedback facilitation after a Leadership 360 assessment**
- **Team Development System (TMSDI UK)**
- **Participation to several leadership development programs at international level.**

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