

# MARCO AUTORINO

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## Personal

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Citizenship Italy and USA



## Summary of Profile

### Current Roles

- **www.Autorino-HR.com –Owner** - Interim, Consulting, Education & Certification -as of 2012
- **SHRM Global Forum Italy – Leader** - as of 2018
- **GEMA Business School -Senior Advisor** - as of 2015

### International Senior HR Executive (FCIPD, SCP-SHRM) with 30 years' experience:

*-Versatile, international, hands on, commercially oriented senior HR executive, with significant expertise/passion for people, change, the entire talent mgt cycle, employee experience, HR transformation, organisation design & development and performance mgt.*

*-Flexible location, available to travel internationally*

### Main roles covered (permanent or interim or consultant):

- **HR CoE VP/Director/Manager** Talent Management (from attraction to development), Leadership, Organisational Design/Development, Performance Management (8 years);
- **HR & Management Consulting Partner/Principal** (7 years)
- **HR Director/Manager** and generalist roles (7 years);
- **Change & Transformation Director** (3 year)
- **HR Centre of Expertise Director** of as part of Business Schools (3 year).

### Organisations:

- 15 as Permanent inside global/complex/matrix corporations:
  - **Procter & Gamble**, 11 years in Italy, Balkan Markets and on international projects
  - **Vodafone**, 3 years in UK (European role) and in Italy
  - **Sogei**, 1 year in Italy as HR & Organisation Director
- 10 as Interim/Consultant/trainer working with international clients in different industries (FMCG, ICT/TLC, Industrial, Financial Services, Prof. Services, Oil & Gas etc..) with:
  - Consulting: **Hay Group, Neumann International, People & Business Value**
  - Interim: **Aliaxis, Linkem, Value Creation Team,**
  - Education: **Ge.Ma. Business School, Elis HR Competence Center, Rome Business School, Duke CE**
- Lived in different countries (Italy, UK, US, Belgium, Romania) working cross-border in/for global complex/matrix organisations.
- Successfully led changes/ transformations in organisations of different sizes (SME and global matrix corporations), industries and in different phases of development (start-up, consolidation, M&A, design/implementation of operating models, internationalisation/ globalisation, design/rollout of new HR delivery model, cultural shifts, etc).
- Personal Characteristics:-high energy and drive; -performance orientation and “can do” attitude - entrepreneurial spirit; -flexibility and learning agility; -cultural sensitivity and empathy; -facilitation & consulting skills; -team; -integrity; -want to have “fun at work”.

### Education/Certifications

- Chartered Fellow CIPD (2013). SCP-SHRM (2015)
- Business Administration Degree (postgraduate) Major HR Management- LUISS- Rome (1989)

## **Main Experiences**

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### **HR INTERIM & CONSULTING *(from most recent)***

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- 2013– actual  
2002- 2004 **PEOPLE & BUSINESS VALUE** - HR Consulting - Partner (Rome)
- 2015-actual **GE.MA. Business School** - Higher Education –Senior Advisor International Division -Member of Faculty (Rome)
- 2016-2017 **ALIAxis** - Global Industrial Group - Global Organisation Director – interim – (Belgium)
- 2014 -2015 **ROME BUSINESS SCHOOL** – Higher Education –Senior Advisor HR & Organisation Behaviours –Member of Faculty (Rome) ;
- 2012-2013 **ELIS - HR COMPETENCE CENTER** –Higher Education -Senior Advisor & Leader (Rome) ;
- 2012 **LINKEM** –Broad Band operator- Interim People & Transformation Director (Rome);
- 2009 – 2011 **HAY GROUP** -HR & Organisation Consulting - Director (Rome, Milan)
- 2008-2009 **NEUMANN INTERNATIONAL** –HR Consulting – Principal (Rome –Milan)
- 2001-2002 **VALUE CREATION TEAM** –Management Company – Interim HR Director different companies (Rome)

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### **HR PERMANENT ROLES *(from most recent)***

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- 2007-2008 **SOGEI** –ICT – HR & Organization Director (Rome)
- 2005 – 2007 **VODAFONE** – TLC (London, Milan)  
- Head of Resourcing, Learning & Development Europe  
- Head of Resourcing, Learning & Development Italy
- 1990 – 2001 **PROCTER & GAMBLE** – FMCG (Roma, Bucarest)  
-HR Senior Manager Italy;  
-HR Senior Manager Balkan Markets ;  
-HR Employee Administration & Industrial Relations Manager Italy;  
-HR Organization Effectiveness Manager Italy;  
-HR Training Manager Italy;  
-HR Recruiting Manager Italy

## **STUDIES/ CERTIFICATIONS**

- 2015      **SCP-SHRM** (Senior Certified Professional) with the Society for Human Resources Management in US
- 2013      **FCIPD** (Chartered Fellow) with the Chartered Institute of Personnel Development in the UK)
- 1990-2012      **MANAGEMENT PROGRAMS**  
-Attended executive programs in different areas: - General Management; - Leadership Development; - HR Disciplines  
-Facilitator/trainer with client companies and as part of executive education programs (EMBA, postgraduate programmes) or change programs on: - Organizational Behaviors; -Leadership & Personal Development; -HR Management (competencies, processes, transformations, trends, etc.).
- 1989      **BA IN BUSINESS ADMINISTRATION - L.U.I.S.S. - Rome**  
4 year diploma with Major in Human Resources Management and Organization Development.  
Final Dissertation: "Organizational Analysis: theory and tools used at Aeroporti of Rome S.p.A."
- 1984      **LICEO CLASSICO - GAETANO DE SANCTIS** – Rome

## **LANGUAGES**

Italian: -mother tongue;  
English: -fluent;

## **OTHER**

SPORTS      Tennis (agonistic), football, skiing, biking.