

# MARCO AUTORINO

Date: July 2017

## **Personal**

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Citizenship Italy and USA



## **Summary of Profile**

### **International Senior HR Executive (FCIPD, SCP-SHRM) with 25 years' experience:**

*-Versatile, international, hands on, commercially oriented senior HR executive, with significant expertise/ passion for people, change, the entire Talent Management cycle (from attraction to development), HR Transformation, organisation design and performance mgt.*

*-Interested in senior roles in the Organisational Development and Talent Management space in a truly international, cross cultural and dynamic environment, where shaping the "people & organisation agenda" is crucial to deliver the business strategy and where there is a significant change & transformation roadmap*

*-Flexible location, available to relocate and 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)

## Summary of 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.