

Gianni DI GIACOMO

PERSONAL PROFILE

- Experience:
4 years as a course and careers guidance adviser (and career change counsellor for adults)
4 years as an internal consultant
more than 16 years as an HR training and development consultant for teams and organisations
- Experience in different industries including defence, automobile, metal, oil, cement, electronic components, pharmaceutical and cosmetics
And various service sectors such as banking, insurance, retail and public service.
- Areas of competence:
Supporting and enhancing processes of development and change within teams and organisations.
- Personal characteristics:
My interests lie in helping individuals to become more self-aware and in facilitating interpersonal exchange with the aim of strengthening and increasing group skills. My key skills are supporting teams and organisations on the learning and development curve.
- Current work focus:
Designing training courses, intercultural management, team and organisational development, leadership and general management training.

MAIN SKILLS AND EXPERIENCE

CHANGE MANAGEMENT:

- Almost every learning and development measure relates to change. Examples of this are:
 - a) Team-building: initiatives carried out to increase performance and improve morale in real teams.
 - b) Total quality: helping organisations to acquire new Total Quality methodologies by means of training, benchmarking best practices on the market (including by inviting participants to visit other companies) and supporting project teams in achieving their continuous improvement targets.
 - c) Organisational development: initiatives carried out to improve development processes through individual interviews, followed up by strategic seminars.

These meetings were geared towards different objectives such as: defining the mission, strategies, roles and functions, and actions to be taken.

- Supporting the board and managers in a merger project by facilitating their plans and identifying the most appropriate actions aimed at bringing the organisational cultures closer together in the best possible way.

MANAGEMENT:

- Project manager for a number of missions and, thus, managing resources and people under my direct coordination
- Managing my own businesses (unincorporated enterprise or ltd. co.) for more than 10 years.

SALES MANAGEMENT:

- Training in sales and marketing management or sales techniques for a number of organisations. For example, a recent experience involved helping to put in place and run a training programme for all the managers and sales representatives of a French multinational's African subsidiary (intercultural skills represented essential added value).

WORKSHOPS:

- Sound experience in training design.
- Training courses created and run in the following fields: leadership & management; customer service; time management; communication; public speaking and effective presentation skills; intercultural management; coaching; change management, etc.