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GENERAL PROFILE		
Federico Vecchiarelli		
Company Name	GumballEnterprises, Inc.	
Residence Country	United States of America	
Languages	Fluent in English and Italian, Basic in Spanish, French and German	
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PROFILE DETAIL		
Education	Mastered in Business Administration at Pavia University, Italy; major in HR and Organization	
Certifications	Associate Certified Coach - ACC - with the International Coach Federation (ICF)	
Areas of Expertise	Organizational Development and Leadership, Executive and Leadership Coaching, Talent Management, Performance Management, Reward, HRIS	
Industry(s)	Fashion & Luxury, Oil & Gas, Market Research, Consultancy, Engineering & Construction	
Years of Facilitation Experience	15 years	
Years of Coaching Experience	3 years	
Years of Consulting Experience	2 years	
Years of Training Experience	9 years	
Years of Design Experience	9 years	
Years of Data Analysis Experience	15 years	
Assessment Tools	363 Everything DiSC, Extended DiSC	
Other related experience	8 Years of HR Experience, 7 Years of Compensation & Reward Experience	
Sample Clients		
Rates		



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Level of Clients Coached	Up to Leadership Coaching
COACHING PROCESS	
Style	Performance Oriented, Developmental, Down-to-earth, Humorous, Gentle, In the moment
Length of Sessions	60 to 90 minutes
Other	
BIO	
<p>Bio</p> <ul style="list-style-type: none"> Based in the US, Italy and the UK, I have been working for 16+ years in multinational organizations across many countries around the globe, being in charge of Talent Management, HR Development, Reward & Recognition, HR Operations, HRIS, M&A. My experiences vary across different sectors such as Fashion & Luxury, Engineering, Construction, Oil & Gas, Market Research. My interests and experience lie in several aspects of Talent Management, Leadership and OD; I am passionate about performance management, leadership and talent management, organizational development, reward, HRIS Project Management and, of course, coaching. All of my experience has been gained in complex organizations, where I have had the opportunity to improve my natural ability to cope with multiple management layers and cross-functional reporting lines. Having developed my competencies in fast paced, high pressure environments, I am able to translate corporate decisions into business operations whilst managing teams and maintaining communication. Having worked in senior management roles, I have thoroughly demonstrated an ability to operate with Executives, MDs, CFOs, CEOs and COOs on a regular basis. Over the years I have gained a sound business and market orientation by raising in commercially driven organizations where people is the key asset for succeeding. Thanks to my global exposure, I have had the opportunity to develop my intercultural and communication skills. My main strengths are curiosity, creativity, business focus, team building, dependability, intercultural consciousness <p>Major Achievements</p> <p>From 2014, as a Senior Consultant and Coach</p> <ul style="list-style-type: none"> Helped clients build Leadership among their managers and establish a stronger cohesion in the team Raised intercultural awareness on China at the Greater Miami Chamber of Commerce, which was getting ready for an outbound mission that involved 20+ members Coached 20+ clients in 18 months and got the ACC accreditation by ICF in October 2015 As VP of Programming for ICF South Florida, managed the 2015 Chapter Events and prepared the structure of the 2016 Program <p>2013 – 2014 as Senior HR Business Partner Corporate and Industrial for Tod's - Fashion and Luxury, Italy – VP level, managing a team of 9 individuals</p> <ul style="list-style-type: none"> Brought on board 30+ new employees for the Corporate HQs – Finance, Manufacturing, Design, IT departments Designed the new Corporate Talent Review and Succession Planning process Defined the 2014 proposal for the Corporate Wellness Program Managed the final implementation and adoption of Cezanne HR Project for the Italy, Europe, US and Japan <p>2012 – 2013 as Head of HR Operations AMAP, Learning & Development, Data Management and Internal Communication for ENI International Resources - HR services to Oil & Gas Industry, UK – VP level, managing a team of 9 individuals</p>	



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- Expanded coverage of the Personal Development Program from 20 to 100+ employees
- Brought AMAP (Americas, Central and East Asia, Oceania) from 250 to 320 highly skilled assignees
- Implemented Infor TM in less than 6 months from Software Selection
- Designed the Onboarding Program for the new Mozambican Business Unit (over 50 people as final target)

2012 as **Performance and Reward Manager Europe for Millward Brown** – Market Research and Branding, UK – VP level, managing one individual and coordinating 15 HR Managers and Specialists across the Region

- Designed the new FireFly commission scheme
- Managed the Short Term Incentive Program for 120 managers in less than 2 months
- Designed the proposal for the MB Total Reward Strategy 2013
- Completed the Kantar Roles Evaluation Project for MB Europe

2006 – 2011 as **Head of Reward and OD for Maire Tecnimont** – Engineering & Construction (Chemicals, Oil & Gas, Power, Infrastructures), Italy – VP level from 2009, managing a team of two individuals and coordinating HR Managers and Specialists in Subsidiaries across Europe, South America and India

- Created the Reward and OD Department from scratch
- Designed and implemented the OD, Talent Management and Reward strategies and operations from 2007 to 2011 – Leadership Model, Competencies Evaluation Framework, On Boarding Program, Project Management Training Programs and others, Annual Salary Reviews (3,500 people involved)
- Created and implemented the ST Incentive (350 people involved) and LT Incentive systems (35 people involved)
- Managed all the HR/OD-related activities for the acquisition of Stamicarbon BV (based in the Netherlands)

2004 – 2006 as **Compensation Manager and Organisational Development Senior Specialist for Impregilo** – Construction (Infrastructures and Civil Works), Italy

- Designed and implemented the Corporate ST Incentive system (120 people involved)
- Helped design and implement the Talent Assessment Program
- Defined and implemented the Annual Salary Review from 2004 to 2006 (350+ people involved)
- Conducted the organization analyses (RACI matrix and Workload) for Finance and Procurement to save costs by 15% and increase productivity without reducing the workforce

2000 – 2004 as **Organizational Development Specialist, Reward Specialist, HRIS Deputy Project Manager for Saipem (ENI Group)** – Engineering & Construction (Petrochemicals, Oil & Gas, Power, Drilling), Italy

- Acted as Deputy Project Manager, Business Analyst and Overseas Deployment Project Manager (for Switzerland, Scotland, Saudi Arabia, Croatia, France) for the implementation of PeopleSoft HCM (first implementation of PeopleSoft in Italy) – Live in 12 months as planned, without increasing the expenditures over the 3.124 mln Euros overall budget
- Designed the Compensation Levels Grid framework in three months for Corporate and UK (50 roles, 300+ people)
- Implemented the 2001, 2002 and 2003 Compensation Reviews for the Corporate office of Milan (2,000 people) and supported the implementation across the Group (5,000+ people)
- As Onshore Construction HRBP (in addition to the official role), selected and hired 20+ highly skilled engineering and construction professionals in 4 months

HR NOTES (Internal)



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Leadership
Development
Services

