

# Marietta Bianco

## Skills

Coaching: Certified Professional Coach, International Coaching Federation (ICF)  
Mentoring, Leadership, Change Management, Human Resources Selection, Training and Development, Problem Solving, Planning and Organization, Team Management, Performance Evaluation, Talent Management, Effective Listening and Communication, Strong Relationship-Building Skills.

## Professional Experience

Mar. 2022 - Present

### **CMCC Foundation (Euro-Mediterranean Center on Climate Change)**

#### **Talent Acquisition and Development Manager**

In collaboration with the HR Director and the Executive Director, I lead the end-to-end management of recruitment, training, and development processes for CMCC staff (about 300 people across various locations). I am supported by a team that I lead with an authoritative leadership style, open to dialogue and always focused on continuous personal and professional growth. I assist the HR Director in coordinating the personnel administration area.

Apr. 2019 - Dec. 2022

### **Mutti Spa**

#### **Business Coaching - Freelance**

I support the HR function in corporate coaching activities, specifically in defining objectives and the most appropriate coaching path (individual or group), to guide employees in developing cross-functional skills necessary for their current roles and prospective career development.

Apr. 2019 - Dec. 2022

### **Freelance**

#### **Training and Coaching**

I support small, medium, and large companies in training and coaching activities, specifically:

- Training for the development of human resources' cross-functional skills;
- Training aimed at the organizational development of functional teams;
- One-to-one coaching for management and middle management to focus on achieving individual goals;
- Group coaching for teams within the same function to achieve a common goal.

Apr. 2016 – Apr. 2019

### **SRB S.p.A. Joint Venture ASR Group & Cristal Union Group - Brindisi Sugar Refinery**

#### **Supply Chain Manager - People & Process**

After setting selection criteria, I participated in recruiting, onboarding, and training new hires. Responsible for a leadership role within a company reorganization, I supported the project of relocating the legal headquarters and implemented the new organizational configuration in line with the company's goals and preserving the business. I supported and managed the continuous improvement of processes in terms of results, quality, and necessary skills, ensuring all activities were performed on time and according to requirements. In line with business goals, I was responsible for implementing new performance indicators (KPIs), constantly monitored and revised, to guide employees in their training and career development plans.

Apr. 2018 - Sep. 2018

### **SRB S.p.A. Joint Venture ASR Group & Cristal Union Group - Brindisi Sugar Refinery**

#### **Project Manager and Change Management Leader**

Responsible for mapping all organizational processes to ensure compliance with procedures and identify gaps and areas for improvement, with the goal of creating a lean structure suitable for supporting market changes and implementing a cultural change based on flexible, participatory, and business-oriented work principles.

Dec. 2011 – Apr. 2016

### **SRB S.p.A. Joint Venture ASR Group & Cristal Union Group - Brindisi Sugar Refinery**

#### **Process Manager**

Responsible for supervising and reorganizing the administrative function of the production site and legal headquarters. Managed the analysis of all administrative processes (e.g., purchasing, production, logistics, and sales). Tasked with designing new processes and implementing them in the new version of the ERP system used.

Mar. 2008 – Nov. 2011

### **PriceWaterhouseCoopers – Advisory, Process Improvement area – Milan - Senior Consultant**

Specialized consulting in the reorganization of companies from various business sectors, with the goal of analyzing, designing, and implementing new processes in line with the objectives defined by the client.

Main Clients Managed: Manpower, ABB S.p.A., Samsung S.p.A., HP Italia, Argenta Group S.p.A.

### **Education and Professional Development**

Bachelor's Degree in Business Economics, LUMSA University, Rome  
Executive Master in Supply Chain, Sole 24ore Business School, Milan  
Leadership Coaching School, GSO Company, ICF Certified School, Milan  
Organizational Design, LUISS University, Rome  
Human Resources Management & Development, Bologna Business School

### **Languages**

Italian: native  
English: fluent  
Spanish: fluent

### **Professional Development and Personal Growth**

I am passionate about personal growth and continuously fuel my curiosity through reading, in-depth studies, and engaging with advanced organizational environments. This thirst for knowledge not only enriches me but also becomes the driving force of my professional development. I offer this wealth of knowledge to support and foster growth in the organizational contexts I collaborate with.