

Curriculum vitae of **Paolo Buratto**



Areas of Expertise

Organisational Development
HR Development
Business Process Reengineering
Total Quality Management and KPI
Industrial Relations

Education

- 1996** Specialisation in Business Administration (by SDA Bocconi MI for Manager Aprilia)
- 1990** Master in Psychology of Work and Organisational Psychology (Perseo S.r.l. Mestre VE)
- 1988** Degree in Psychology, specialisation "Professional Orientation and Industrial Psychology"; dissertation in Psychology of Work (Università degli Studi di Padova – maximum rating "cum laude")
- 1983** Specialisation in "Work Organisation, Production Management, Methods Time Measurement" (ITIS "G. Marconi" PD)
- 1981** Electrical Engineer (ITIS "G. Marconi" PD – maximum rating)

Work Experience

From May 2011 until today: Chief HR and Organization Officer at Marelli Motori S.p.A. (HQ of Industrial Group leader in Electrical Rotating Machines with manufacturing plants in Italy and Malaysia, Sales and Service Subsidiaries in Germany, UK, USA, South Africa, Malaysia).

From May 2007 until May 2011: Group Head of Human Resources in Campagnolo S.r.l. and Fulcrum S.r.l. (International Italian Company operating within high end market of road and off road componentry and wheels with manufacturing plants in Italy and Romania and Sales and logistic Subsidiaries located in Germany, France, Spain, USA, Japan, Taiwan).

From September 1999 until april 2007: Plant HR Manager and Division HR Manager of ZF-Padova S.p.A. (business unit "Marine Propulsion Systems" that belongs to ZF, a multinational german company of mechanical transmissions and chassis technologies). Certified ISO9001, 14001, 18000, QS9000, Vision 2000 –ISO TS and plants in Italy, Germany, France, USA, Brazil, China, Taiwan.

From February 1991 until August 1999: HR Generalist at Aprilia S.p.A. in charge of both series production and racing team (development, production and distribution of scooters and motorbikes for road, off-road and professional racing championship)

From February 1987 until January 1991: Industrial Psychologist and Specialist in Information Technology at PERSeO S.r.l. (Consultancy Company for Human Capital and Organizational Development operating with Italian companies as Agip Petroli, Montedison, SIP –now Telecom Italia- etc.)

Professional Skills

Evaluation methods of individuals, groups and organizations. Analysis and improvement of companies processes (both staff and line processes). Total Quality Management tools. Payroll and benefits administration. Budgeting. Risk analysis. Development and deployment of Strategic plans. Due diligence techniques. Statistical analyses.

Language Skills

English and French: fluent (both written and spoken) suitable for a complex business environment
German and Spanish: ability to communicate in standard situation
Portuguese and Romanian: beginner

IT Skills

Literate in the most used packages of office automation both in Windows and DOS environment.
Literate in software packages for personnel management
User competence of Microsoft workflows and ERP as BPX, SAP e BAAN.
Literate in the use of statistics packages as SPSS e SYSTAT
Programming in basic, pl1 e fortran.

Personal and Social Skills

Multitasking worker. Analysis, synthesis and systemic vision. Situational Leadership. Negotiation skills. Team Spirit/approach. Lateral thinking. Effective communication skills. Capable of interacting successfully with blue-collar workers and international executives alike within a international and multicultural environment.



the ADAPT state of mind

Other information

From May 2003 until May 2005: President of the local committee (Padova-Ovest Colli) of General Confederation of Italian Industry (Unindustria-Confindustria). From May 2001 until May 2003: Member of the local committee.

Member of Professional association of Psychologists from 1993 at n. 259/Veneto.

Member of Professional association of Engineers from 1983 at n. 459/Padova.

Member of Italian Association Culture of Quality (AICQ)

Member of Italian Association of HR Directors (AIDP)

Director and Legal Attorney (in the past at Campagnolo and currently at Marelli) of Subsidiaries located abroad.

He has been one of the founders of a University Spin-off with the aim to enhance the know-how sharing between University and Industry focused on people, measurement-kpi and organisation.

Cooperation with Universities of Padova and Firenze (Psychology of work), Venezia and Padova (Economy, Personnel administration, organisation) and with the business school CUOA of Altavilla Vicentina

Quality System Auditor.

Health and Safety committee member

Participation in numerous training programs (national and international) in order to enhance both the professional and the managerial competencies.

Invited as Speaker at trainings, conferences etc. on topics like HR Management, TQM, Organization etc. (the most of them are available within the web and downloadable through any search engine with search key "Paolo Buratto").

Publications not web available:

A cura di V. Majer con scritti di P. Buratto et Coll., (1991), "Valutazione del potenziale delle Risorse Umane", Editoriale Itaca, Milano.

V. Majer, P. Buratto (a cura di), "L'Assessment Center come momento forte nella procedura di valutazione del potenziale", *Personale e Lavoro*, 6-11, 322 (nov. 89). ISPER, Torino.

V. Majer, P. Buratto, "Ideazione, costruzione e taratura di un reattivo di comprensione meccanica per la selezione di personale diplomato", "L'utilizzo di home computer per la somministrazione di tests di tempi di reazione" in *Atti del Congresso Nazionale 1988 di Psicologia del Lavoro*, Rimini.

Non-professional Interests

Riding bicycle both road and off-road, listening music, reading, and bricolage