



Laura Scaglione

born in Milano (Italy), 04/08/1974

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Education:

1993 – 1998 **Faculty of Economics, Bocconi University (Milan)**
Laurea in Economia Aziendale (equivalent to a British Master's degree in Business Management)

1993 Italian secondary school-leavers certificate equivalent to British A-levels (Milan).

Languages and computer literacy:

English: Fluent (4 years working and living in the UK)
Spanish: Basic
IT: MS Office, Internet

Professional Experience:

12/2012 – today

Coach & Trainer– Milano

Main Coaching Areas :

- Neuro Linguistic Programming (NLP) Certificated Coach. Coaching mainly based on the NLP techniques of R. Bandler and J.Grinder, more focused on the « NLP New Code » developed by John Grinder.
- Ericksonian Hypnosis based coaching
- Shadow Coaching – Be the shadow of the coachee, mainly used in a Company settings, but also applied in social and family context
- Group Coaching – be the coach for the Start Up companies
- Counsellor in designing Carrier Plans, Personal Objectives, Personal Plans, etc.

Trainings are based on coaching techniques, in order to obtain a direct change in the behaviour; they always involve the development of own awareness as well as awareness on how minds are influenced by external.

Main Behavioural Training Areas :

- Leadership
- Networking
- Time Management
- Meeting management
- Setting Objectives
- Feed-back: give and receive
- Team Working
- Etc.

Main technical Training Areas :

- 231/2001 Decree
- Process Analysis
- SOX
- Organisation Analysis
- Etc.

Networking – Milano

Lead Networking seminars at the Bocconi University both for students and Alumni.

Organise Networking activities/events, both private and for organisation, such as the Bocconi Alumni Association (BAA).

Marioway s.r.l. – Bergamo

Company Administrator and co-owner for an Innovative Startup focused on social projects mainly related to disability.

Consultant– Milano

Main Consulting Areas :

- Business Process Analysis & Compliance
- Processes Analysis - e.g.dl.gs 231, Business Process reengineering
- Organisational Analysis
- People Development Projects

03/2011 – 11/2012 **Alliance Boots -Alliance Healthcare Division, London**

Position: **HR South European Regional Director**, in the Divisional HR Department for Alliance Healthcare – Reporting to the Alliance Boots HR Group Director

Main responsibilities/achievements:

- Coordinate the HR Directors of Italy, Spain and Portugal in order to support them in following the HR Central strategy, implementing the right actions/approaches and becoming a Real Business Partner.
Main Achievement: reduction of the number and the level of the Gaps in the HR Assessment conducted by the Head Quarter on each Country (2012 vs 2010)
- Work close to the Managing Directors in order to align the Local HR Strategy to the Local Business Strategy.
Main Achievement: In both Spain and Portugal the HR Directors started to be Board members. In Italy the HR (already in the Board) started to be seen as more strategic for the Company.
- Responsible for the HR budgets at a Group Level
Main Achievement: from 2009 every year saving of around 15% of the budget
- HR responsible, at a Group Level, for the Innovation process
Main Achievement: direct involvement of the HRDs of all the Countries of Alliance Healthcare in the Innovation activities/processes
- Coach in NLP new code (John Grinder school and methodology)

Main Achievement: Development of the 3 HR Directors (Italy-Spain-Portugal).
Creation and development of internal coaches for supporting Executives and Managers

- Trainer in behavioural training for Executives and Managers
- Support in the Reorganizational processes in Countries
Main Achievement: Spain has been completely reorganised and was able to reach the budget, despite the deep crisis
- Support the management recruitment activities in Countries
- Support the personal development of the HR Directors of the 3 Countries

04/2009 – 02/2011 **Alliance Boots-Alliance Healthcare Division, London (Pharma- 25bl/400ml Rev)**

Position: **Re-engineering and Reorganisation Manager**, reporting to the HR Alliance Healthcare Director

Main responsibilities:

- Divisional: HR Data Analysis; HR Budget/Forecast/ 3 Years Plan; Health& Safety; Reorganisation activities; Succession Planning; HR Divisional Processes and Procedures
- Countries: Support the HR Directors of the European countries in specific HR projects (e.g. reorganisations)
Main Achievement: reorganisation of the Group Finance structure/activities/processes
- Special Projects: Cost Reduction across the Division (Recruitment, Agency Workers, Cars and Vans).
Main Achievement: European contract with one Agency Workers supplier, with costs reduction of around 20% as average in the entire Division.

06/2005-03/2009 **Ernst & Young, Milan**

Position: *Manager and Senior Manager in the Risk Services BU*

Sale and Management activities for the following services :

- Risk analysis for defining the “Organizational and Control Model” as required by an Italian law (D.lgs 231/01).
- Projects related to the definition of Policies and Procedure
- Sarbanes Oxley Project for companies listed in the NYSE
- Support to the development of Ernst & Young HR processes (counselling/tutoring, learning, recruitment)
- Trainer for the Ernst & Young Soft Skills and Technical courses for levels from staff to senior manager, in Italy and across Europe
- Trainer for Sarbanes Oxley courses for Ernst & Young clients (e.g. ENI, Emerson)
- Trainer for “231 Decree” courses for Ernst & Young clients (e.g ENI, Mylan)

01/1999-05/2005 **Ernst & Young, Milan**

Position: *Staff and Senior in the Risk Management & Internal Audit BU*

Deliver and manage the following services :

- Risk Assessment projects
- Internal audit projects
- Valuation of Internal Control System for the IPO
- Risk analysis for defining the “Organizational and Control Model” as required by an Italian law (D.lgs 231/01).
- Sarbanes Oxley Project for companies listed in the NYSE

- Outsourcing of Internal Audit
- External audit

Others Skills & Interests:

Certificate NLP Coach certification on the NLP New-Code, with John Grinder (Programmazione Neuro Linguistica)

Interests Neurosciences; Supporting people development

Others Reading, swimming, sailing, good food