

## *Curriculum Vitae Claudio Storti*

Born in Rome on June 1st 1946  
Degree in Economy in 1969, rapporteur F. Caffè  
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Divorced with three children

### **Consultant, trainer and researcher as a free lance**

#### **Collaboration with Studio Duo**

In my professional development I have followed a path where I began with the “collective human resources management” (i.e. Industrial Relations), then I moved through the diversified management (Human Resources Management Department) and I’m now arrived to the personalised development of the collaborators from the manager/leader.

It means that I’m working on the goal of integration of the methods and tools of the specialised department with the needs and the objectives of the line.

Whenever possible I use the methodologies, the lectures, the dynamics and the instruments drew up to manage the relationship client/supplier in the fields of the quality of services. Thus I can support, from a new and different point of view, the communication between the Personnel Department and the Line or the manager and the collaborators.

My former customers are major Italian Companies (Telecom Italia; Tim; Alitalia; Finmeccanica; Autostrade; Aeroporti di Roma, RAI; etc.); Banks (Cariplo; Banca Toscana); Sanitary Organisations (Azienda Sanitaria di Bolzano); Ferrovie dello Stato.

### **Previous jobs**

**Senior manager in Iri Management till May 2001, owner on the subjects:**

- **Human Resources Management and Development**
- **Safety**

Manager of the Study and Research Bureau **Intersind** (Representative Organisation of Iri and Efim Groups). I coordinated publications and researches on IT, IR in HT Service Companies, on labour market and new professions.

**Researcher and representative in the Textile and Clothing Trade Unions.** As a researcher I worked on management of working hours and negotiation techniques and tools.

**Researcher by Censis (Centro Studi Investimenti Sociali)**

## **Main Activities of the last three years**

### ***Projects and consultancies***

Managing Diversity (Leonardo Programme)

The maternity management in banks (Equal Programme)

Co-ordinator of study groups and meetings kept by Personnel Manager of European TLC and Aircraft Companies (UK, France, Germany and Italy)

Building up of two labs on best practices relative to Learning Organisation and On the Job Training. Management of an e-Community of experts. Committed by ISFOL (Istituto per lo Sviluppo della Formazione Professionale).

Competencies assessment and development (building marketing and designer teams)

Leadership and changing management

### **Training**

#### ***Personnel Department***

- Managing Diversity
- Internal Marketing
- Quality and HRM (the EFQM model)
- Assessments (3 P)
- Competencies assessment
- Compensation policies
- Industrial Relations

#### ***HR development***

- Managing Diversity
- Women empowerment
- HRM for line manager
- Motivation and empowerment
- Leadership styles and the development of the collaborators' competencies
- The evaluation of collaborators: a tool to develop leadership
- Evaluation and communication leader vs collaborator
- Negotiation tools and technique

#### ***Safety***

- Safety auditors (certified course by CEPAS)
- The D. Lgs. 626/94 on safety
- The D.lg. 494/96 on safety in building industry
- Managing Prevention
- Training for workers representative

### **Bilateral training for HRM and trade unions managers**

Structures e new methods of managing diversified organisations: companies and trade unions

Quality management, competition and Industrial Relations

### Researches

**HRM critical questions during privatisation.** Co-ordinator of the research that involved 4 company cases (BA, Banque National de Paris, Italgel, Esaote Biomedica)

**Strategies e competencies of Personnel Department managers.** Changes and perspectives. Co-ordinator of the research that interested some cases of innovative management of internal labour market, compensation policy and competencies.

**Quality and HRM.** A comparison between their own culture, processes and tools. Research co-ordinator.

**Risk assessment document ex D. Lgs.626/94.** Research co-ordinator.

**The Commissioner: procedures and experiences in the implementation of D. Lgs. 494/96**  
Research co-ordinator.

### Language Knowledges

- **English**, spoken, listened and written. Good knowledge
- **French**, spoken, listened and written. Good knowledge

### Information Technologies Knowledges

P C good knowledge (S.O.; Ms-Dos, Windows 95, 98)  
Applicatons: Autocad, Word, Excel, PowerPoint, Internet.

### Varies

- Co-ordinator of European researchers team
- Travel experiences in most of Europe, US, Canada, North Africa, Korea, Thailand.
- Interested in travelling.