

## Professional profile

- Independent consultant, speaker, and trainer on Human Resource Management and organisational development and change.
- Research, design, and implementation of action-oriented strategies seeking to optimize all human potential present in companies, with a special focus on valuing and managing gender, professional, and generational diversity.
- Local consultant and coordinator for European Community Projects and partner in European Managing Diversity network, responsible for local implementation of pan-European projects and activities commissioned by the network.
- Background of 20+ years in working with public and private companies, trade unions, province and city councils on the topics of gender differences, equal opportunity, and Positive Action campaigns.
- Founder and Managing Director of Rome-based firm, *Studio Duo "Donne e Uomini nelle Organizzazioni"*.

## Experience Highlights

### *Consultant*

- Design of innovative human resource management strategies valuing differences/ diversity.
- Design of job performance evaluation systems and personnel management schemes for part-time employees and women on maternity leave.
- Consultant and trainer in teambuilding skills: from the assessment of needs to the development of training strategies for the effective functioning of uni-professional and pluri-professional teams.
- Positive Action design and training for Equal Opportunity Committees and Agencies with a view towards mainstreaming these strategies within the company.
- Research, analysis and development of female organizational behaviour to improve leadership type, style, authoritativeness and intra-organizational relations and of managers to overcome stereotypes and cultural bias.
- Workshops for women: development of professional potential, self-esteem, assertiveness, empowerment, and mainstreaming.

### *Trainer in different areas*

- *Managing Diversity*: development of Human Resource Management report to valuing differences; development of the potential of all individuals present in organizations (male/female) and the empowerment of female and male identities.
- *Project Management*: methodologies for the ideation, design, coordination (teambuilding) and implementation of organizational change and development campaigns.
- *Behavioral*: effective and conscious communication, leadership types, assertiveness and conflict management, self-esteem and dealing with anxiety, correct role positioning.
- *Social, organizational, and management skills* that run across a variety of specialized managerial and professional roles (direct managers of human resources and/or managers of inter-professional teams).
- The value of diversity within teams: generational-professional and gender-based.

### *Speaker*

Lectured on the following subjects:

- *For the synergic management of men and women in companies: men and women as a resource.*
- *Equal opportunity policies in Europe and Italy: from discrimination to Managing Diversity.*
- *Positive Action projects for organisational development: rollout methodology and corporate culture.*
- *The development of managerial roles in the direction of Managing Diversity.*

Worked in collaboration with Pisa's "Università Scuola Sant'Anna", with Elea SpA (Business Management Training & Consulting), the Bocconi School of Business Management (SDA), the European Academy in Bolzano (EURAC), CUOA, and other management institutes as trainer and designer of projects on the above topics.

## European Partnerships & Projects

2004 Air Products EIMD, Spain	Diversity Awareness
2003-2004 Equal National Project	Local manager, coordinator and Italian partner for the EQUAL project, <b>Maternity and Professional Development in Banking Organizations</b>
2001-2002 Leonardo Project EIMD, Sweden	Diversity in Europe
1999-2000 Leonardo Project	<b>Managing Diversity – Best practices for a new socio-economic millennium</b>
1992 Assolombarda, Elea S.p.A. and Cariplo EEC Network	Implementation of workshops, <b>On Positive Actions in Europe</b>
1989 CEDEFOP (European Centre for the development of vocational training)	<b>Appraisal of vocational training programs in companies carrying out Positive Action projects in favour of women</b>
1988 5th Directorate General of the EEC	<b>Promotion of Positive Actions in favour of women</b> Invited in the capacity of independent expert to lecture on ways to implement Community directives and on the Italian experience.

## Publications

- A. Grecchi, M. Chiesi *Diversity Management. Valorizzare le differenze: nuovi modelli di Pari Opportunità*. (Diversity Management. Valuing Diversity: new Equal Opportunity models). F. Angeli, 2002.
- M. Chiesi *Migliorare l'immagine femminile nell'informazione Rai*. (Improving the female image on Public TV (Rai)). In Loredana Cornero *Una, nessuna... a quando centomila? La rappresentazione della donna in televisione*. Rai-Eri, 2001.
- M. Chiesi, E. Lorini, A. Petetti, C. Storti *La maternità come sfida di Diversity Management*. (Maternity: a challenge to Diversity Management). Sviluppo & Organizzazione, CRORA, 2002.
- M. Chiesi *On using women as resources: Italian Union strategies toward information technology and new organisation of work*. In Computer-aided Manufacturing and Women's Employment, Swasti Mitte, 1991.
- Profili di donne al lavoro - Una indagine nell'industria metalmeccanica*. (Women's employment profiles - survey in the metalworking industry). In atti del convegno, Relazioni Industriali, 1° numero, 1991.
- AA. VV. *Pari Opportunità*. (Equal Opportunities). Franco Angeli, 1989.
- M. Chiesi, M.C. Federici, M. Lelli, R. Memoli, P. Settimi *Diverse non diseguali. Le caratteristiche del lavoro femminile nelle aziende bancarie e assicurative*. (Different but not unequal. Features of women's employment in the banking and insurance industry). Edizioni Lavoro, 1989.
- M. Chiesi, P. Piva *Guida alle Azioni Positive*. (A Guide to Positive Actions). Edizioni Lavoro, 1988.
- G. Provasi, M. Chiesi *Il gioco negoziale*. (The Negotiating Game). Franco Angeli, 1987.
- Pari Opportunità tra uomo e donna. Il caso Italiano*. (Equal opportunities between men and women. The situation in Italy). Comparative study of contractual norms in this field. 40 cases in 4 European Countries. EEC's I.S magazine, 1987.

Other articles have appeared in specialized magazines.

## Memberships

EIMD, "European Institute for Managing Diversity"  
EWMD, "European Women Managing Diversity"  
AIF, "Associazione Italiana Formatori"

## Education

University of Rome, Rome Italy  
Degree in Labour Sociology, *summa cum laude*  
Doctoral thesis: *Positive Actions as a means towards  
practical sociology*