

# Karin Arzt

## *Human Resources Management*

I am a passionate and determined HR executive with over 15 years' experience in HR in different Industries. I love to work in teams, leading the design and execution of strategies and projects, implementing and providing services that contribute to create increased value for the company and the customer. I possess a solid track record in introducing new and improved solutions on a wide spectrum of HR disciplines. I am experienced in managing teams and am passionate about bringing out the best in people.

## *Main Areas of Expertise*

Leadership Development, Performance Management, Employer Branding, Change Management, Employee Relations, Compensation & Benefits, Talent Management, Training, People Strategy, HR KPIs, Assessments, Workshops facilitation, Coaching.

## **Assicurazioni Generali**

### **Head of Group Leadership Training and Development - Milano**

October 2016 - present

Responsible for **Training and Development strategy and plan for Generali Leadership Group** (200 executives) and Group Talents (500) worldwide. Defining annual training, development needs (including assessments and development centers) and KPIs, in line with business strategic imperatives. Develop and deliver overall plan and programs for each target group providing compelling, impactful and cost effective experiences to accelerate leadership development and the execution of Generali strategy. Develop partnerships with **Business Schools** (eg. IMD, INSEAD, DUKE).

### **Head of Group Change Management - Milano**

January 2014-September 2016

**People Engagement:** Project Director of the first bi-annual Generali Global Engagement survey (85% response rate)

**Generali Culture:** develop and activate a common Generali Vision, Mission, Values, Development of new Career Web Site, Launch of global workshops for Values activation, **Origination and launch first Generali People Strategy:** lead People Strategy development, identification and monitoring of relevant **HR KPIs** and **PMO** activities and develop and launch new yearly global People Strategy Communication Plan.

Co -Design of HR '**FIT to Lead**' program to manage local restructuring initiatives.

## **Indesit Company**

### **HR Director, Group People Development & Employer Branding / HR Manager, Brand & Consumer Marketing - (double role) Milano - Fabriano**

September 2012 – December 2014

HR Director, reporting to Chief HR Officer: New Talent and Performance Management process and integrated HRIS Launch of new internal communication tools and initiatives, manage Strategic Sourcing and recruiting (Task force for small appliances), Employer Branding, Training design and delivery.

HR Manager for Brand & Consumer Marketing: managed everyday employee issues, contract administration, Budget and HC Management, Reorganization and Employee relations, Training, Performance and Talent Management, controlling and analysis of HR KPIs.

### **HR Manager, Brand & Consumer Marketing / HR Manager, Group Employer Branding & Selection (double role)**

July 2011- August 2012

Main achievements: Implementation of Brand and Consumer Marketing new mission and organization, Launch of new Employer Branding Campaign, decreased recruiting costs by 30%, implemented new recruiting process and policy.

## **Vodafone**

### **Talent and Development Manager Vodafone Italia – Milan**

April 2011 – June 2011

Management of Talent management programs, Implementation of 'Coach the Vodafone Way' program for 300 Managers, Succession Planning meetings and processes, Annual Engagement Survey process set up.

### **HR Business Partner - Vodafone Internet Services - Vodafone Group - London (UK) - Expat**

November 2009 – April 2011

Business Partnering across 2 countries (UK and Germany) in dynamic, start-up web 2.0 Global organizational unit. Managing of complex multi - country **Employee Relations** (UK-Germany/work councils), HC and Employee cost budget, Workforce planning, Resourcing, Talent and Performance Management. My main focus was on origination of People Strategy and large scale change and **restructuring programs**, impacting a multi-country structure of originally 800 HC. I implemented new Organization mission and Job accountabilities, People matching into new organization, execution of actions (including more than 200 layoffs) and communication.

### **Recruiting Manager – Vodafone Italia – Milan**

February 2007 - October 2009

Responsible for development and execution of strategic sourcing strategy, plans, new projects (web 2.0 and digital, proactive talent scouting, Internal referral) for all positions. In-house task force for massive recruiting to launch ADSL (managed 197 hiring in 9 months) in Italy. Accountable for recruiting process in terms of costs, timing, quality. Employer Branding and partnering with Business Schools. Responsible for Italy Resourcing stream within Global HR Business Model redesign and SAP-HR implementation.

## ***Philip Morris International***

### **Supervisor Management & Organization Development - Rome (Sales and Marketing organization)**

March 2006 – February 2007

Responsible for HR planning, execution and business partnering on Performance Management, Succession and Career planning, Organization Development and Change, Training and development needs and annual Training Plan design and delivery with major focus on both sales force and supporting functions.

### **Senior HR Analyst – Rome/Bologna (Intertaba Spa - Filter production Industrial plant)**

December 2004 – March 2006

Personnel administration management, contract administration, implementation of annual compensation budget and plan, merit increases, variable plans, benefit packages. Budget cycle: HC and FTE development and data collection, personnel costs, delivery of training programs on C&B Policies and practices, Labor relations, Incentive to leave packages design and analysis, Expats Management, HR KPI monitoring.

### **Human Resources Trainee - Philip Morris International Graduate Program**

November 2002 - December 2004

September 2004 – December 2004 **Bruxelles, Belgium** - Employer Branding PM Belgium 2004 Program design and delivery

March 2004 - August 2004 **Lausanne, Switzerland** - Compensation & Benefits: Support and advice to C&B Managers in PM affiliates worldwide. Launch in-house developed job evaluation software based on Hay methodology.

November 2002 - February 2004 **Rome** – Contract Administration (agents and employees), Performance Management and career path development, Individual Salary increases, Merit Increases-Personnel related Annual Budget cycle and 3-Year Plan preparation.

## **Education**

1997- 2002 **Università Commerciale Luigi Bocconi – Milano** Master's Degree in Economy of public admin and intl. institutions – Final Dissertation in HR Management

July - September 2000 **University of California (UCLA), Los Angeles, USA** Summer Session 2000

September 1999 - January 2000 **Wirtschaftsuniversitaet Wien, Vienna, Austria** Erasmus Program

September 1992 - July 1997 High School (major: languages) Liceo Linguistico Bolzano (**1994-1995 attended in Australia, within international exchange program for High School Students**)

## **Additional information**

**Additional Work Experience:** April 2002-June 2002 PR Legend Consulting, **Shanghai (China)** Marketing projects for FMCG Intern

June 2002 – October 2002 **Sectorgroup - Milano** - Human Resources Assistant

**Languages:** Italian: mother tongue , **English:** fluent, **German:** good, **French:** good

**Interests:** extensive travel experiences in Asia and America, ski, running, cinema

## **Trainings, Professional Certifications and Awards**

**IMD Executive Education** - Leadership Development Program – November 2016 – Lausanne, Switzerland

**HARVARD BUSINESS SCHOOL** – Authentic Leadership Development Program (ALD) August 2013 - Boston, USA

Currently attending the **Co-Active® Coach Training Pathway** at The Coaches Training Institute (CTI) in London - UK

**Generali Internal Training on Jobs Act** - Milan 2016

**HOGAN certified assessor** (Jan 2017)

**SHL certified assessor** MAS – (simulation tests) and OT- (Occupational tests) (2006)

**LDI Accreditation (360 feedback - Managerial Styles-Climate) Hay Group** – October 2010 - London

Awards Indesit Company: Lundquist top 4 Company in Italy for Professional Social media strategy – Top 10 for Social EB Strategy 2012 - Italy Top Employer 2013 certification - Winner of **Best Employer Branding program award** – October 2012 at International Placement Fair in Bologna

Awards Vodafone: September 2007 Winner of **Best Employer branding program Award** at 'International Placement Fair'-Cernobbio;