

# Sistemi & Organizzazione

## **SOLUTIONS THAT DEVELOP AND INCREASE THE COMPETITIVENESS OF OUR CLIENTS**

When companies face turbulent markets Human Resource Directors are required to achieve maximum results with a minimum of resources. In this scenario RECRUITING becomes a critical parameter to achieve immediate results. That is the business of specialist like us at S&O: we become your partner and proud ourselves of being capable of adapting very quickly to your business reality.

Several multinational companies have chosen to outsource part of the selection process to us. The profound knowledge of the *core competences*, the company culture, the strategic agenda and the business objectives of our client is the basis for our *recruiting*.

The professionalism of our consultants, our track-record of speedy execution and the flexibility of our method represent the value added of our service.

### **THE STRENGTH OF OUR SEARCH METHOD**

- Diligent analysis of the position together with the Human Resource and Line Management of the client and continuous dialogue throughout the search that allows the client to follow the progress of the process at any time – evaluating CV's and meeting the persons who have been consulted or interviewed.
- Identification of industries, professional areas and companies that should be activated in the direct search process – drawing on more than 16 years of experience and knowledge of the principal players in all industries.
- Evaluation through in-depth interviews of the experience of the candidate in relation to the position in question - including the technical skills, the managerial and relational competences and the reason for seeking change.
- Assistance in negotiation and actual employment of candidates.
- *Follow Up* after the employment: we support the integration of the candidate into the company and our candidates come with a “guarantee” that goes beyond the probationary period.

## SEARCH & SELECTION

### OUR SERVICES

- Direct search or Headhunting
- Search through print or digital media with assistance in selecting the most efficient canals.
- Database research, in our significant database that is being updated continuously. This technologically advanced tool also permits us to monitor the development over time of the most promising candidates.
- *Assessment Center* to support the recruiting process
- *Talent Scouting*
- Preparation of pipelines for strategic positions, either for succession planning or for positions with above average turnover.

### **Our partners and consultants have worked in the following industries:**

Pharmaceutical, Chemical, Heating technology, Diagnostics, Electro-medical, Oil & Gas, Utility, Transportation, Ceramics, Glass, Textile, Fashion, Leather, Luxury, Paper, Engineering, Building Trade and General Contractors, Mechanical, Tourism, Local Boards, Private-Public Companies, Museums, Information Technology, Bank & Finance, Insurance & Brokerage, Commerce, Services.

### **Sistemi & Organizzazione**

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### OUR WEB SITE

[www.sistemieorganizzazione.com](http://www.sistemieorganizzazione.com)

### SOME OF OUR MOST IMPORTANT CLIENTS:

- ◆ **APRILIA S.P.A.**
- ◆ **AVNET EMG S.R.L.**
- ◆ **BARILLA S.P.A.**
- ◆ **BENETTON GROUP S.P.A.**
- ◆ **BOEHRINGER INGELHEIM S.P.A.**
- ◆ **C.G.T. S.P.A. COMPAGNIA GENERALE TRATTORI**
- ◆ **CAP MILANO CONSORZIO PER L'ACQUA POTABILE**
- ◆ **CASSA DI RISPARMIO DI PARMA E PIACENZA**
- ◆ **CERVED S.P.A.**
- ◆ **CISE S.P.A. - TECNOLOGIE INNOVATIVE**
- ◆ **COFLER & C. S.P.A.**
- ◆ **CRISTANINI S.P.A.**
- ◆ **DAB PUMPS S.P.A.**
- ◆ **DAL COLLE S.P.A.**
- ◆ **ELECTROLUX ZANUSSI ITALIA S.P.A.**
- ◆ **ELI LILLY ITALIA S.P.A.**
- ◆ **EUROP ASSISTANCE ITALIA S.P.A.**
- ◆ **EXPERT S.p.A**
- ◆ **FAVERO ANTONIO S.R.L.**
- ◆ **FEDERALCASSE BANCA S.P.A.**
- ◆ **FEMI S.R.L.**
- ◆ **FERRARI MASERATI S.P.A.**
- ◆ **GE CAPITAL SERVICES S.R.L. ( GRUPPO GENERAL ELECTRIC )**
- ◆ **GE ENERGY NUOVO PIGNONE S.P.A. ( GRUPPO GENERAL ELECTRIC )**
- ◆ **GE INTERNATIONAL INC. ( GRUPPO GENERAL ELECTRIC )**
- ◆ **GE TRANSPORTATION SYSTEMS S.P.A. ( GRUPPO GENERAL ELECTRIC )**
- ◆ **GI & TI S.P.A.**
- ◆ **GEOX S.P.A.**
- ◆ **GISABELE S.R.L.**
- ◆ **GRUNDFOS POMPE ITALIA S.R.L.**
- ◆ **GRUPPO ITALIANO VINI S.C.A.R.L.**
- ◆ **GUCCIO GUCCI SpA**
- ◆ **ING GROUP**
- ◆ **INGERSOLL-RAND ITALIANA S.P.A.**
- ◆ **JANSSEN-CILAG S.P.A. GRUPPO JOHNSON & JOHNSON**
- ◆ **LABORATOIRES BOIRON S.R.L.**
- ◆ **LEASIMPRESA S.P.A. GRUPPO CREDIT LYONNAIS**
- ◆ **MARELLI MOTORI S.P.A.**
- ◆ **MEDTRONIC ITALIA S.P.A.**
- ◆ **MELEGATTI S.P.A**
- ◆ **MENARINI INDUSTRIE FARMACEUTICHE RIUNITE**
- ◆ **MOTOROLA S.P.A.**
- ◆ **MTS GROUP S.P.A.**
- ◆ **OFFSETT INVICTA S.P.A.**
- ◆ **OMNITEL PRONTO ITALIA S.P.A.**
- ◆ **OTE MARCONI S.P.A.**
- ◆ **QUARELLA S.P.A.**
- ◆ **RICOH ITALIA S.P.A.**
- ◆ **SALVATORE FERRAGAMO ITALIA S.P.A.**
- ◆ **SASIB BEVERAGE S.P.A.**
- ◆ **SASIB RAILWAY S.P.A.**
- ◆ **SEAT S.P.A**
- ◆ **SIT CONTROLS S.R.L. - GRUPPO SIT LA PRECISA**
- ◆ **TECNICA S.P.A.**
- ◆ **TRIGANO S.P.A**
- ◆ **VICENZI BISCOTTI S.P.A.**