



## Who We Are

We have been operating in the service industry since 1973. We have been an autonomous network since 1995, connected internationally with qualified partners in all the major European countries. Today Mega HR Consulting Group is a Limited Company with a social capital of €50.000,00

## Where we are

Our offices are:

### **Rome**

Piazza delle Muse, 8  
(Muse Square)

### **Florence**

Via Pietro Dazzi, 9  
(Pietro Dazzi Street)

### **Milan**

Via Antonio da Recanate, 1  
(Antonio Recanate Street)

### **Turin**

Corso Galileo Ferraris, 107  
(Galileo Ferraris Blvd)

## Principal operating areas:

- *Executive Search*
- *Search and Selection*
- *HR Development*
- *Management Consulting*



## Mega Executive Search

In the search for Top Managers and Executives, once a profile of reference is defined, our approach provides:

- identification of companies belonging to the product field related to, or resembling that of the Client's Company, in order to estimate the recruiting pool where the highest level of potential candidates is concentrated;
- the study and structuring of research strategies;
- identification of Managers that hold positions parallel to the search, telephone contact information for verification of availability and interest in opportunities offered, and résumé adequacy.

### Our Methodology

After the identification of potential candidacy, we develop a selective stage that provides:

- personalized contacts and confidential interviews in order to establish the candidates' cohesion to the frame of reference;
- compilation in writing and personalized presentation of candidates for the purpose of facilitating the company's final selection;
- assistance to the company with the final selection, composition of the salary package, and résumé reference check.

### Our Guarantees

We take responsibility for the success of each project and therefore, we expect that part of our fee be collected only at the time of hiring.

Furthermore, we guarantee to our clients, at no extra cost, the substitution of the hired candidate if he/she voluntarily resigns, or if the Client feels it is necessary to dismiss him/her for reasons that may have precluded hiring, if previously noted.



## Mega Search and Selection

### Professional Search

In the search for Staff and Specialists with a defined professional profile, we publish in traditional media and on line an inserted text, whose contents must be previously approved by the Client Company.

### File Search

In the search for Staff/Specialists we integrate Professional Search projects or we develop ex novo research projects through the "Mega HR Consulting Group" database, verifying the existence of a congruous number of candidates from within the database, in line with the defined profile, thus guaranteeing a successful search.

### Selection Methodology

No matter which methodology is employed, after the identification of potential candidates we develop a selective stage that provides:

- personalized contacts and confidential interviews in order to establish the candidates' cohesion to the frame of reference;
- compilation in writing and personalized presentation of candidates for the purpose of facilitating the company's final selection;
- assistance to the company with the final selection and composition of the salary package.

### Our Guarantees for Search and Selection Occupations

We take responsibility for the success of each project and therefore, we expect that part of our fee be collected only at the time of hiring.

### Orientation Workshop

This recruiting, orientation and evaluation methodology of recent High School Graduates, College Graduates, Professional Juniors, is intended to point out potential development of candidates with respect to company profiles of reference and specific orientation for the roles that are selected.

Recruiting takes place through contacts at Universities and/or Institutes, press channels, radio channels, and flyers.

Orientation and Evaluation are conducted through pre-selection aptitude tests with the help of diagnostic instruments planned and created for specific populations, while group selection takes place with short term assessment center methodologies and individual orientation interviews.

### Competitive examination

Competitive examination is utilized prevalently for processes of selection where it may be necessary to pre-select an elevated number of candidates, in order to identify a tighter shortlist to send to individual and group selection interviews.

We develop employment examinations through:

- study and fine-tuning of the tests, administration and correction of them;
- processing and compilation of the written exam classifications;
- creation of individual and group oral exams;
- processing and compilation of the final classifications.



## Mega HR Development

It is the practice that reunites the various consulting activities in the area of management, organization and development of Human Resources and in the exclusive products of MEGA HR.

### Internal Customer Satisfaction Appraisal

Internal Customer Satisfaction Appraisal permits internal human resources to express their own opinions and their way of perceiving the diverse aspects of their own "professional life".

In view of the results from Internal Customer Satisfaction Appraisal, the company will be able to:

- define what is important for its internal clients in relation to fundamental items such as sense of recognition, participation, communication, changes, etc;
- identify the areas where support intervention is desired and targeted for desirable improvement;
- identify strategies with which to formulate internal marketing actions;
- Internal Customer Satisfaction Appraisal.

### Performance Evaluation and Orientation System

The Performance Evaluation and Orientation System has the objective to:

- favor continuous improvement in individual performance;
- promote professional and personal development;
- improve individual and group performance from the perspective of better integration;
- improve efficiency in process creation;
- "create culture, diffuse values";

and to put people in the conditions to:

- know what they are expected to do and how to insert their contribution into the "big picture";
- actively participate in the determination of the goals they are called to achieve;
- receive adequate and continuous support and assistance;
- comprehend how their performance will be measured and to be able to judge themselves as they are working;
- to be stimulated by demanding, but shared and realistic goals;
- obtain recognition and adequate compensation for achieved results.

### People Management Review

MEGA People Management Review is a methodology that consents us to:

- identify the people within the company who have growth potential for more elevated and contained managerial roles;
- display a profile of strengths and weaknesses for these individuals;
- promote a growing sensitivity towards potential managerial abilities not expressed in the company.

### Best Performer

MEGA Best Performer - Knowledge Skill & Aptitude is a methodology applied ad persona through professional and personal competence assessment and geared towards the recognition of a wide spectrum of behaviors relative to:

- specialistic expertise;
- fundamental managerial capabilities;
- relational aptitudes;
- capacities for problem analysis;



- motivational orientation.

The variety of the characteristics to note and their complexity demand a remarkable articulation of the evaluation tests and a diversity of observers and diagnostic instruments. Only a convergence of the different indicators of success and the cohesion between the mix of the many evaluators allows us to obtain an adequately centered and trustworthy result.

### **Education**

- Analysis of formative needs.
- Planning and creation of formative, "personalized" interventions at different levels of management through the adaptation and restructuring of a wide range of basic management courses and seminars to cover the formative needs of the various company functions.

### **Masters Program**

As a contribution to the development of a company "managerial culture", a Masters program for young graduates is proposed in part, to cover deficiencies of an exquisitely professional nature and, in part, to offer an outline of the organization from which to operate, in other words, to develop a reflective capacity and a critical comprehension towards the company.

The Masters program exists with a principal aim to facilitate the development of the young graduate to be inserted or who has just been inserted into the company, permitting him/her to acquire a critical, but not aprioristic vision of the organization, based prevalently on the comprehension of its purposes and on the specific processes that carried out in it.



## Mega Management Consulting

### **Mega HR's activities as a network**

Mega HR, as "Project Leader and Client Referent", unites the distinct expertise of the participating linked companies and develops:

- Business and modeling strategy
- Strategic Planning
- Managerial & Executive Systems
- Customer Satisfaction & Value Management
- Temporary Management

### **Business and Modeling Strategy**

Support for the identification and the definitions of the strategies and of the more opportune organizational configurations, process and structure redesign, company restructuring and downsizing.

### **Strategic Planning**

Support for Upper Management in the structure and management of company process and identification of objectives.

### **Managerial & Executive Systems**

Layout and placement under the direction of the managerial system in three dimensions, which is adopted by companies today:

- Management by policies
- Management by processes
- Management of continuous widespread improvement.

### **Customer Satisfaction & Value Management**

Identification and measurement of the major factors of customer satisfaction and its perceived value by the client. Benchmarking on the competition and definition of critical factors. Structuring of the company plan and objectives with priority in improvement.

### **Temporary Management**

Furthermore, we perform consulting for businesses with problems relative to human resource management and to union and industrial relations.



## The Staff



### **Riccardo Belloni - President & Executive Partner**

Has worked in the executive consulting field since 1973. Has been a partner of prestigious Italian Consulting companies. Has developed executive consulting projects/interventions in organizational development, research, selection and evaluation of Managerial staff, for national as well as multinational companies. Was General Director of SE.DA: Editorial Services and Audiovisual Distribution. Founded MEGA HR Consulting Group in 1995 and is the legal representative for the company.



### **Sergio Di Bari - Executive Partner**

Executive consultant of headhunting and evaluation of Human Resources. Gained experience in Personnel department at Alitalia, holding position of Head of Industrial Relations "Terra del Gruppo". Subsequently became Vice President HR and Organization for Airports of Rome and assumed also the responsibility for Management of Ciampino Airport and Sales Department. He is Executive Partner at MEGA HR Consulting Group since 2000.



### **Claudio Carli - Executive Partner**

Executive consultant in company management and head hunting. Was Manager in NY North America of Human Resources for the Alitalia Group, Vice President of Personnel and Organization for ATI SpA, for Airports of Rome, Vice President of Industrial Relations for Alitalia Group and Vice President of Human Resources and of Organization for Highways S.p.A. (Autostrade S.p.A.). He returned to Alitalia in 1996 as Executive Vice President of Human Resources and Information Technology, was a member of the Executive Board, President of Alitalia Team and Alitalia Express, was then nominated in 2001 for President and CEO for Alitalia Airport. Executive Partner of MEGA HR Consulting Group since 2002.



### **Alberto Belloni - Associate Partner**

Experienced Manager in HR Area, with more of ten years of activity working in area of Executive & Professional Search, Human Resources Development and Managerial Training. After a short experience in a Consulting Firm as a Trainer he has had five years of experience in one of the biggest Italian Pharmaceutical Company as a HR Development Manager and after this experience he worked as a Trade Union Manager in a

MEGA HR Consulting Group s.r.l.

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Pharmaceutical Distribution Company of international size. From the 2003 he is Partner of Mega HR Consulting Group, operating as a Head Hunter and as a Client Referent and Sr. Consultant in HR Development Projects and Assessment & Development Center.

**Aldo Porry Pastorel - Associate Partner**

Company consultant since 1991, has worked in area of banking and industrial projects, with selection and evaluation of potential, assessment centers, projects in career counseling, managerial orientation and in research and selection of professionals.

From 1973 to 1991 he worked for a Primary Services Company (over 20,000 employees) where he did counseling, psycho-diagnoses, taught applied psychology, recruitment and selection of Staff, analysis of development potential of internal resources.

**Pierfilippo Del Castello**

In 1982, begins his career in AGIP PETROLI SPA as coordinator of refining sector in the organization and planning of technical activities.

In 1987 he becomes Vice HR and Organization Director at Serono pharmaceutical. From 1988 to 1998 was Area Manager and Coordinator of Planning and Control's form of Master in Management Banking at CEFOR SPA-EUROS SPA.

From 1998 to 2001 was General Manager at Banca Popolare del Lazio, coordinating human resources's organization. Actually, is Consultant at Banca Popolare di Cortona for planning, management, control, organization and development of human resources, moreover General manager at Gruppo Riscossione Sicilia SpA and Auditing'Head.

Since 2003 as Associate Partner in Mega Hr Consulting Group in Hr Development Area.

**Luigi Andrea Raimondi**

In 1998, begins his career in Olivetti Lexikon as Human Resource Development Manager, working closely with the V.P. for Human Resources, and coordinating national staffing. In 2000 becomes Human Resource Manager in Dell Computer where he was generalist responsible for the main human resource management processes.

From 2001 to 2004 was Human Resource Manager at Yahoo! Southern Europe in Milan. He was a responsible for the overall human resource management function for the Italian and the Spanish subsidiaries, including the acquired



subsidiaries of Overture and Kelkoo becoming at the end of 2004 Human Resources Director at Yahoo! Hotjobs in New York.

From 2006 becomes European Human Resources Director at Technicolor/Thomson in Rome and he was responsible for the HR function across Europe.

Since 2008 as Associate Partner in Mega Hr Consulting Group.



**Iacopo Diaco - Associate Partner**

Worked in marketing area, gaining significant experience in fashion/luxury goods sector.

Was also head EU Projects Department of Mem-Ex, economic consultant and Project Manager for EU programs, such as Interreg, eDrul, Merope e Sestante, as well as the Eurcite II program of eCommerce.

Associate Partner of Florence branch, carrying out branch promotion and consulting in HR and on financed training projects.

Since 2003 as Associate Partner of MEGA HR Consulting Group.



**Beatrice Casagrande - Account Department**

Follow the developer of promotional and marketing activities

**Ambra Gargari - Recruiting Manager**

From 1981 to 1992 worked in Human Resources and Organization for national and international companies, in Italy and abroad.

Has been working as Recruiting Manager in Consulting company since May of 1992.

Since 1995 as Recruiting Manager in Mega Hr Consulting Group.

**Silvana Perfetti - Office Manager**

Head of administration and operations for the company.

**Emanuela De Salvo - Back Office Assistant**

Is responsible for the management of secretariat's activities.