

BATTAGLIERO LUCA CURRICULUM VITAE

Luca Battagliero joined **AMCO - Asset Management Company S.p.A.** in November 2019 as **Human Resources, Transformation & Internal Communication Director**.

Born in Milan in the 1974, he graduated in Economics at the Bocconi University in Milan with a specialisation in Labour Organisation.

In the 2000 started his professional career as Consultant in Hay Group, where he managed several projects in job analysis and job evaluation; short/long term incentives schemes; performance and MBO plans design and implementation; remuneration policies definition and harmonisation; implementation of integrated HR reward systems; competencies models, focus groups and expert panels with the Board of client companies.

From 2003 to 2006 he has been Team Leader in the Reward Services division, managing projects and teams, also at international level, developing new initiatives related to benefits and total remuneration strategies and policies, internal communication on HR processes, employer offer and total reward, assessments of employees' satisfaction and awareness, as well as studies on Benefits & Total Remuneration and Executive Remuneration.

From 2006 to 2008 he has been European Sector Leader Fast Moving Consumer Goods, defining the company strategy for the FMCG sector at global and European level, and Italy Responsible for several business lines and practices for the FMCG, Retail, Chemical and Pharmaceutical sectors, being accountable of the definition, proposal, coordination of projects and management of relations with multinational clients in the above and other sectors.

In the October 2008, joined Barclays Bank as Reward Manager, contributing along with the business divisions to the development of business strategy and plans, Retail business expansion in Italy and integration with the Corporate and Investment Banking businesses, by designing, managing and developing performance and total reward plans to continuously improve colleagues, teams and functions performance, as well as performance management systems integrated with career paths, learning, development and retention programmes for talents and key resources.

Then, from 2010 to 2017, he has been responsible as HR Manager to ensure the definition and implementation of the HR plans and policies, through the management and valorisation of colleagues, the effective and efficient organisation and development of HR processes, the enhancement of the HR services levels and optimisation of the related organisation and processes, the participation to several strategic initiatives of business acquisitions, sales, due diligence and company restructuring.

In 2018, joined Arrow Global as Italy and Albania HR & Communication Director, Responsible to lead the HR and Communication functions in Italy and Albania, developing and deploying the people strategy across all the entities belonging to the Group within the Italian and Albania territories, harmonising HR activities and developing HR processes into a one operational model for the different businesses.

Founding member of the HR Transformation Innovation Community at Deloitte - community of HR and HR IS managers playing an active role to experience, test and share innovations, technologies and best practices.

Speaker at meetings, forums and workshops; trainer on HR methodologies and processes.

Language skills: Italian (mother tongue), English (fluent), German (basic).
