**CV Professionale di Luigi Severini**

Esperienza

* [**Presidente**](https://it.linkedin.com/title/presidente?trk=pprofile_title)AIDP Calabria - Associazione Nazionale Direttori del Personale  maggio 2015 – Presente (2 anni 5 mesi) Associazione che rappresenta i Direttori del Personale
* [**Direttore**](https://it.linkedin.com/title/direttore?trk=pprofile_title)[Cassa Edile di Catanzaro, Crotone e Vibo Valentia](https://it.linkedin.com/company/cassa-edile-di-catanzaro-crotone-e-vibo-valentia?trk=ppro_cprof)  maggio 2010 – Presente (7 anni 5 mesi) Buildings Workers' Welfare Funds  They are independent bodies founded in every province of Italy according to the rules of the national collective agreement signed by the Employers' Federation and the three national Trade Unions of the sector. The history of Welfare Funds is very long : the first was founded in Milan in 1919; the others mainly after the end of the second World War. Like the National Committee, each Welfare Fund (an autonomous body, as stated before) is managed by a joint board composed of representatives of the local building trade unions and contractors association. Although they are independent bodies created by local organisations, the structure of Welfare Funds and their most important functions are defined by the national collective agreement.  The main activity - which was the basis of the foundation many years ago - is to receive every month a part of the salary from firms, which is destined for the payment of holidays (20 working days per year) and of the thirteenth monthly salary paid at Christmas. The sum received by the Welfare Funds and then by the workers is now 18.50% of the monthly salary of each worker (10% for Christmas salary and 8.50% for holidays).  Second activity: in May every year, the Welfare Fund gives the workers another important part of the wage, which is calculated according to length of service in the sector and the amount of work done by each worker over the previous year.  The most significant fact is the connection of this part of the salary with the length of service of the worker in the whole sector of building industry, irrespective of the length of service with any particular firm. For this reward for the seniority in the sector, managed in a mutual way by the Fund, the companies pay a contribution of about 5% of the salary.
* **Member of the Directive Council**AIDP– Italian Association for the Human Resource - Calabria  gennaio 2004 – maggio 2015 (11 anni 5 mesi) Representative assignment
* [**Presidente**](https://it.linkedin.com/title/presidente?trk=pprofile_title)[INAIL DI CATANZARO](https://it.linkedin.com/company/inail?trk=ppro_cprof)  aprile 2009 – novembre 2013 (4 anni 8 mesi) honorary nomination
* [**Vice President**](https://it.linkedin.com/title/vice-president?trk=pprofile_title)[INPS (National Social Security Institute) of Catanzaro](https://it.linkedin.com/company/inps?trk=ppro_cprof)  gennaio 2007 – aprile 2010 (3 anni 4 mesi) Honorary Nomination
* **HR Manager - Union Negoziation**Confindustria Catanzaro  febbraio 2000 – aprile 2010 (10 anni 3 mesi)
* **Member of Provincial Committee of Salary Integration**[INPS Catanzaro](https://it.linkedin.com/company/inps?trk=ppro_cprof)  gennaio 2000 – aprile 2010 (10 anni 4 mesi) Law/Title n° 6.8.1975
* [**Advisor**](https://it.linkedin.com/title/advisor?trk=pprofile_title)Local Firms  gennaio 2003 – settembre 2009 (6 anni 9 mesi) Project about HR development: job evaluation, compensation benchmark, performance appraisal, employee development, recruitment and training, outplacement

Competenze

* Human Resources Recruiting Training Deferred Compensation Performance Appraisal Integration Project Management Business Planning Change Management Project Planning Strategic Planning Management Consulting Management Business Analysis Risk Management
*

Formazione

* **Study Tour in Silicon Valley**  2014 – 2014 Organization of Services Companies; Leadership; Strategies for Success Business; Venture Capitalist business valuation. Company Visits: Standfor, Google, IBM, HP, AIRBNB, Mashape, Mobileiron, A3Cube, Novedge, ADEspresso, GILD, SALESFORCE Attività e associazioni: 'History in the Future', SVIEC, 'Italiani di Frontiera'
* **Intensive Study Tour Japan**  2014 – 2014 Lean and Factory Plant Tour lecturers: Satoshi Kuroiwa Senji Niwa
* **Intensive Study Tour Japan**  2011 – 2011 Lean and Factory Plant Tour lecturers: Akihiro Ito Saburo Fukagawa
* [**Lehigh University**](https://it.linkedin.com/edu/lehigh-university-19276?trk=ppro_sprof)Economics  2009 – 2009 Attività e associazioni: The Global Village for Future Leaders of Business and Industry ® is an applied leadership, cross cultural training program designed for young professionals and experienced students who share the dream of building a leadership career in business and industry, who want to make a positive change in life, and who want to form an active and global network.
* [**Università degli Studi di Napoli Federico II**](https://it.linkedin.com/edu/universit%C3%A0-degli-studi-di-napoli-federico-ii-13878?trk=ppro_sprof)Advanced Course, Economic Business Management  2002 – 2003
* **ELEA, SPEGEA, ISVOR FIAT, AND CONFINDUSTRIA**Master, Project Manager  1999 – 2000
* [**University Magna Graecia of Catanzaro**](https://it.linkedin.com/edu/university-magna-graecia-of-catanzaro-13909?trk=ppro_sprof)Specialist degrees, Administration Sciences – International  1994 – 1999
* [**University of Wisconsin-Madison - School of Business**](https://it.linkedin.com/edu/university-of-wisconsin-madison---school-of-business-19690?trk=ppro_sprof)Transformational Leadership and Design Thinking for Innovation  2015 – 2015 Lecturer: Alex Stajkovic Deborah Mitchell

Segnalazioni

Quello che i membri di Linkedin dicono di Luigi Severini:

* *Luigi ha una qualità rara, riesce ad essere creativo in tutte le attività che ha svolto. Luigi guarda al futuro, superando il suo stesso carattere, per gettare la sua attività sempre oltre la siepe. Il suo contributo è stato fondamentale per portare le mie attività torinesi in Calabria.*

*Mr Severini is very Intelligent and Knowledgeable. He has a great cabability to be successful in ENI in any position assigned to him, specially as HR Manager due to his excellent ability in handling Human Resources. I am pleased to recommend him for this particular position. Dott.Ing Luciano Giorgi Vice President - Punj Lloyd Ltd.*

Gruppi

*  [**Project Manager forum [PM forum]**](https://www.linkedin.com/groups?gid=4039512&trk=prof-groups-membership-name)
*  [**AIDP Calabria**](https://www.linkedin.com/groups?gid=8215000&trk=prof-groups-membership-name) [**AIDP Digital HR Innovation Group**](https://www.linkedin.com/groups?gid=8608235&trk=prof-groups-membership-name)
*  [**The Economist Newspaper readers**](https://www.linkedin.com/groups?gid=43593&trk=prof-groups-membership-name)
*  [**HR e DIREZIONE del PERSONALE IN-Italia Jobs & Careers**](https://www.linkedin.com/groups?gid=2809441&trk=prof-groups-membership-name)
*  **[Lehigh University Alumni](https://www.linkedin.com/groups?gid=2833&trk=prof-groups-membership-name)**
*  [**Global Village Network**](https://www.linkedin.com/groups?gid=96626&trk=prof-groups-membership-name)