



Sergio Zanetta

EXPERIENCE

Born in Milan in 1946, he graduated in Political Sciences from the Catholic University of Sacred Heart, Milan in 1976.

From 1978 to 1984 he assumed the position of Human Resources Director at Smithkline & French - today GSK (GlaxoSmithKline), a role that significantly marked the beginning of his career.

Between 1984 and 1988 he worked at Citibank N.A. first as Human Resources Director for Retail & Consumer Banking Division; after only one year in this position, he gained the role of VP & Human Resources Director for Italy, Greece, Turkey and Middle East. Through his main achievements, he succeeded in the acquisition of a mid-sized Italian bank and reorganized the entire bank structure.

Subsequently he collaborated with Canon as HR and General Services Director to reorganize the HR area and introduce succession and development plans.

From 1996 to 1998 he was chosen by Errekappa Euroterapici to assume the function of HR Advisor, handling a critical negotiation that ended in the reduction of 15% of the overall company's workforce.

In 1998 he entered the Network Bancario Italiano as Group HR Coordinator, responsible for coordinating the activities of 8 HR Directors. At the start of 2002 he became the HR Coordinator for Italy at Ebara Pumps Europe, where he completed a global review of all HR policies, procedures, methods and tools.

Between 2005 and 2008 he was called by Terme di Saturnia Spa & Golf Resort to introduce a Performance Appraisal System and hire their General Manager and Marketing Director. From 2009 to 2012 he assumed the same role for Laboratorio Farmaceutico SIT.

Later on he worked for the Italian football club F.C. Internazionale as HR Director from 2013 to 2015 providing his expertise and introducing several HR related policies.

In 2016 he held the position of HR Advisor for Emergency ONG Onlus, a no profit independent Italian organization that provides victims of war, landmines and poverty with high quality medical surgery and treatment which promotes a culture of Solidarity and Respect of Human Rights.

Afterwards he joined Anika Therapeutics s.r.l as Contract HR Director and took care for one year of several missions such as the introduction of a performance appraisal and the launch of a MBO system.

Throughout his career he also collaborated with different consultancy companies: Accord Group, Tasa Group, Odgers Berndston Group, Proper Treansearch Group and I.C.N. S.r.l.s.

Since he always cared about human integrity and the integrity of companies, he joined KELONY™ as a Partner for Italy in 2018.

ROLES AND RESPONSIBILITIES

Partner - KELONY™ - Italy