

Roberto PIANA

Personal Information

49 years, born in Turin (Italy), married with 3 children.

Holds a 5-year Degree in Business Administration (University of Turin – Italy, 1984) with majors in Labour/Macroeconomy .

Secondary School Scientific (1977) and Teaching (1976) Diploma .

Bilingual Italian/English

Lives in Milan - Italy since 1995.

Member of Italy GIDP – Human Resources Directors Association .

Research and Training activities

Cooperates with the HR/CRORA Research Dept of Bocconi University – Milano, and contributes to the webmagazines “Ticonzero” and “HR Time” (recent papers - 2004/2008 - on Performance Appraisal and Evaluation Processes, Internal Job Posting, Downsizing and Rightsizing approaches, Objectives Setting, Professional Development Planning) .

Publications with “Bancaria” (Italy Banking Association bulletin ; “VaR Models Analysis and Financial Trading for Profitability Budgeting” n. 11/97 A.53) .

Lecturer at Midiform HR Master 2007/08 and SDA Bocconi (Engineers Master – 2008).

Professional Experience

2006 – present

Banca Profilo – Milano

Head of Human Resources

Banca Profilo is a Listed Company, specialised in Asset Management and Investment Banking, with 9 territorial Branches in Italy and Subsidiaries in Lugano and Geneva – Switzerland

2002 – 2006

Abaxbank Investment Bank – Milano

Head of Human Resources

Abaxbank is the investment banking arm of Credem Group (listed company, among top 12 Banking Groups), domestic market leader in Debt/Equity Capital Markets and Structured Derivatives/Financial Engineering

1997 – 2002

Deutsche Bank - Milan/London/Frankfurt (*Morgan Grenfell*)

HR Director – Corporate&Investment Banking Division / Human Resources
(till early 2001 responsible also for Global Asset Management HR)

1994 - 1997

Unicredito Bank (Credito Italiano SpA) – H.O. Milano

Financial Markets - Business Support / Risk Management

1993 – 1995

Administration - Financial Products (accounting, legal and fiscal)

1989 – 1993

Credito Italiano - **Hong Kong**

Chief Operating Officer – setting up of the Branch (HR, infrastructure, procedures, operations and administration);

1992-93 Trade Finance and Capital Markets (Commercial loans, syndications, derivatives)

1987 – 1989

Credito Italiano - **London**

Financial Products Supervision and Internal Audit

1978 – 1987

Credito Italiano - **H.O. and Domestic Branches**

Internal Audit (82 – 87) and Corporate Banking

Summary of HR activity

HR Management

- Banca Profilo (2006-present) : re-designing of Performance Evaluation Process; setting up of Retention and Career Planning initiatives; roll out of Internal Knowledge Management activities.
- Abaxbank (2002-2006) : setting up of Objectives Setting and Performance Appraisal processes; setting up of Performance Analysis internal model for Capital Markets and Investment Banking Divisions; definition and activation of Downsizing Plan (2003-2005), with legal Redundancy Management .
- Deutsche Bank / Morgan Grenfell : member of Central Compensation Committee (Frankfurt) and Corporate&Investment Banking Central HR team (London/Milan) ; design, implementation and local roll-out of Performance Management Process – Continental Europe ; setting up and local management of Long-Term Incentive Plan, Performance Bonus elements, and Compensation Planning ; responsible for Italy Professional Development functions (in-house training with financial services Depts).

HR Research

- cooperation with JobPost and Athena Reseach – Milano (2002-2006) for Performance Management models and procedures / Business Consulting
- presentations at various Business International/The Economist Seminars (1998-2005) with Career Planning, Compensation Policies, Objectives Setting topics
- link to Cornell University (NY) CAHRS research papers
- lecturer at SDA Bocconi University – Milan (Engineering Advanced Business Administration Course)
- publications with “HR Time” monthly magazine (2008 – Training Activity planning; Objectives Setting issues)
- publications with “Ticonzero” webmagazine (2004-2008 – Internal Job Posting, Performance Evaluation, Objectives Setting, Downsizing procedures, Rightsizing policies)