

# Gia Campari CV

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## PROFILE

International management consultant with Board experience, specialising in helping organisations grow through leadership and innovation. Extensive experience in strategy development and implementation; designing leadership programmes; designing, facilitating and managing major performance improvement programmes. Driven by the results clients achieve when they start thinking and seeing differently. Able to see the big picture and get to the root of the problem quickly. Draws on experience when invited to lecture on leadership and creativity. Co-author of "The 99 Essential Business Questions".

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## EXPERTISE

- **Facilitator and trainer:** performance improvement and management; communication.
  - **Strategy development:** analysing the business landscape and how it is likely to evolve. Signals of Change workshops provide input to strategy by identifying weak signals of future trends. Strategy developed through a five-step cycle.
  - **Leadership:** supporting personal growth so that the organisation can grow. Leadership is needed at all levels of the organisation as it defines its culture, consequently its performance. Designing customised Leadership journeys followed by coaching and mentoring.
  - **Catalyst for innovation:** leading teams to find innovative solutions to critical business issues.
  - **Performance improvement and creativity:** changing the thinking to change the outcome. Workshops in creative thinking lead participants to finding better alternatives.
  - **Communication and influencing:** influencing and engaging people. Active listening encourages people to find their own solutions. This leads to effective delegation and the growth of the organisation through the growth of its people.
  - **Guest lecturer:** in creativity, leadership, business skills.
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## EXECUTIVE/ADVISORY ROLES

<b>Medium sized manufacturing multinational</b> headquartered in Italy <b>Director, Adviser to Shareholders</b>	<b>2009 – 2016</b>
<b>Planit International</b> , Ashford, Kent Computer Aided Design and Manufacturing software <b>Performance Improvement Director</b>	<b>2006 – 2008</b>

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## CAREER SUMMARY

<b>Signals of Change: Managing Director</b> Management Consultancy specialising in growth and improvement through leadership and innovation.	<b>2002 – date</b>
<b>OPENavigators, Stockholm: Programme and Account Manager</b> Specialists in organisational transformation and leadership development.	<b>1996 – 2001</b>
<b>SRI International: Senior Consultant and Project Manager</b> Management Consultancy arm of USA Think Tank.	<b>1988 – 1995</b>
<b>EniChem Sintesi: Internal Marketing Consultant</b> Food ingredient division of Italian Chemical multinational.	<b>1986 – 1987</b>
<b>Stablex international: Business Development Executive</b> Specialists in toxic waste disposal.	<b>1981 – 1983</b>

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## **EDUCATION AND TRAINING**

- Master in Business Administration, London Business School
- Doctorate in Chemistry, University of Parma, Italy; Post doctoral research at ETH in Zurich and Queen Mary College, London
- Certified Management Consultant; *Gordon Training* communication; *Rummler Brache Group* performance improvement facilitation; *Kepner Tregoe* Project Management; Problem Solving & Decision Making.

### **Languages**

Fluent in English and Italian; good working knowledge of French; conversational Spanish

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## **CHANGE/GROWTH PROJECT HIGHLIGHTS**

**Development of managers to leaders** – major pharmaceutical multinational, following global change in the marketing and selling of a class of pharmaceuticals.

- Supported senior team in their transition from functional managers to leaders of complex cross-functional teams.
- Leadership programme increased their ability to delegate and resulted in the recapturing of lost clients. Developed the growth and self-motivation of team members.

**Creation of new leadership team and review of organisation** following the decision of owner and CEO to step down.

- Supported newly appointed MD and Board of a medium enterprise in the creation of a Senior Leadership Team.
- Developed strategy process
- Reviewed all business processes and resolved critical issues.
- Resolved R&D issue, which led to new product line within a year.
- Successfully supported the integration of a newly-acquired competitor.

**Performance Improvement through culture change and implementation of new Group values**

For senior management of multinational producer of garden products.

**Performance improvement programme requested by Private Equity investor in MBO**

- Board level and budget responsibility for delivery of performance programme in a multinational software company, with turnover of £40M.
- Restructured Group companies into three global and market-focused businesses facilitating the rapid sale of one of the businesses.
- Service revenue stream achieved growth of 6% above industry average in a mature market.
- Software development process was integrated across companies and made transparent and measurable for the first time in the history of the Group, immediately releasing developers to work on new projects.

**Major culture and operations change programme – engineering division, Italian national railways**

- Drove the implementation of 40 change projects achieving cost reduction objectives of 25% over three years.
- Designed and managed programme that included strategy review, leadership development, BPR and benchmarking, establishing change programme governance and management.

**Business process integration - UK subsidiary of Swedish multinational manufacturer.**

- Identified and established ten major change programmes achieved 300% savings above budget.
- Following three acquisitions and in preparation for SAP put in place Integrated business processes.

**Leadership of a wide range of projects, SRI** – development of acquisition, marketing and environmental strategies; benchmarking and competitor analysis. Project teams typically included Consultants from SRI offices in California, Paris, Tokyo and Zurich.

**Guest lecturer in Leadership and creativity**

- Master's programme, Faculty of Economics, University of Varese; University of Pavia; Politecnico di Milano, University of Padova, Italy
- Visiting lecturer in Business Skills, City University, London

**Activities /interests**

Active member of Management Consultants, Livery Company and Mentor for The Prince's Trust.  
Organiser of operatic events.