

# Silvia Piccolo

HR Development Manager presso Lagardère Travel Retail  
Treviso

## Summary

HR Organization & Development Professional with ten years experience at the Italian branch Headquarters of an International Group managing Travel Essentials, Duty Free & Fashion and Foodservice businesses.

Main activities include:

- Supporting the implementation of organizational changes;
- Editing organizational documents;
- Planning and organizing training activities, often financing them through public and private funds;
- Designing and implementing career paths for the sales staff;
- Designing and implementing MBO systems for the sales staff and HQs managers and employees;
- Developing the corporate HR Development tool (SAP SuccessFactors);
- Developing and implementing the employer branding strategy.

Specialties: Organizational Analysis, HR Training & Development, Comp & Ben, HCM Webtool Development, Employer Branding, Internal Communication

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## Experience

Lagardère Travel Retail

13 years

HR Development Manager

September 2020 - Present (4 months)

Parigi, Ile-de-France, Francia

International temporary assignment

Organizational Development Manager

January 2008 - September 2020 (12 years 9 months)

Venice Area, Italy

## Top Skills

Human Resources

Recruiting

Retail

## Languages

Italian (Native or Bilingual)

English (Full Professional)

French (Limited Working)

## Certifications

Finance for Non-Financial Managers

Human Resources: Understanding  
HR Systems Features and Benefits

Airest S.p.a.

3 years 7 months

Training & Development Specialist

September 2004 - December 2007 (3 years 4 months)

Food & Beverage Department Intern

June 2004 - August 2004 (3 months)

Aeroporto Catullo Verona

Check-in Assistant

March 2003 - October 2003 (8 months)

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## Education

Fondazione Cuoia

Job Leader - HR Management · (2011 - 2011)

Università Ca' Foscari Venezia

MA in Tourism Management & Economics · (2003 - 2004)

Università Ca' Foscari Venezia

Languages & Literatures · (1999 - 2003)

University of Warwick

Languages & Literatures · (2001 - 2002)

Galgano formazione