

Riccardo MELONI

Current residence: Rome, Italy

Professional Experience

[Sport e Salute spa](#)

May 2019 – Present

HR & Organisation Director

Sport e Salute is a **state-owned company**; the sole shareholder is the Ministry of Economy (100%). The Company has been established in 2019 with the strategic objective to develop sport practice for all in Italy. I've joined Sport e Salute from day one, having a relevant and complex role in the startup phase. The Company provides professional services to the whole Italian Sport System (CONI, CIP, National Sport Federations and other sport organisations) and is also in charge of sport infrastructure engineering and development, sport marketing and events, sport public fund assignment and administration (managing about 1.2 billion euros per year). From 2020 to June 2024, I also served as Chairman of Coninet spa, a company owned by Sport e Salute (100%), in charge of ICT services and digital transformation for the Italian Sport System.

[Telecom Italia Group \(TIM\)](#)

March 2018 – April 2019

HR & Organisation Group Director

Telecom Italia Group (brand TIM) was one of the largest listed Telco in Europe, leader in Italy for ICT services and owner of the largest national TLC network. The Group workforce was around 50,000 employees in Italy and around 10,000 in Brazil. Group revenues were around 17 billion euros. I led the HR and Organisation Department at corporate level, directly managing a team of 400 people and coordinating the HR Shared Services Company (400 people - HR Services). I held a broad HRO mandate, serving as a member of the Executive Committee and the Board Remuneration Committee. I also served as Board Member at Olivetti, IEO, TIM Vision, TIM Foundation.

Leonardo Group (former Finmeccanica) - Airborne & Space Systems Division

January 2016 – March 2018

HR & Organisation Director

Leonardo Group (previously Finmeccanica), implemented by January 2016 the transformation in "One Company", by the merger of all the former legal entities (e.g. Selex ES spa), focusing the core business on Aerospace, Defence & Security.

I was appointed as Director HR & Organisation in the Airborne & Space Systems Division, reporting to the Division Managing Director; in this role, I was a key member of the Steering Board and of the other main Divisional strategic committees and councils.

Our division was in the top ranking by business size in Leonardo, with a transnational organisation among Italy and UK, 8 main sites in Italy and 2 in the UK, 2 US subsidiaries, about 6,500 employees across Italy, UK and US, around €2 billion Orders and Revenues, 14% Ebit.

Finmeccanica Group – Selex Electronic Systems spa

November 2012 – January 2016

HR & Organisation Executive Director

Selex ES was a fully owned Finmeccanica Group Company, as a result of the merger of 3 previous Electronic Defense & Security Finmeccanica Companies (Selex Galileo, Selex Sistemi Integrati and Selex Elsag). Following this merger Selex ES was created in January 2013 and it was one of the largest Defense Electronics and Security Companies in Europe. Selex ES had a workforce of about 18,000 employees, of which 11,000 in Italy, 5,000 in UK and the rest in the International Subsidiaries. The 3 Domestic Markets (Italy, UK and US) represented 50% of the business, the rest was in various Export Markets; in the beginning, Selex ES had revenues of €3.5 billion and Orders of ca. €3.6 billion.

The Company launched a challenging Integration Plan that, after 3 years (instead of the 5 years planned) achieved all the targets and, in particular, the following main HR targets: HC reduction by 2,000 people, one single contract harmonizing all the different previous treatments and the closure of 27 Sites/Plants. Selex ES achieved and improved all the economic targets of the industrial plan in 3 years instead of 5 years. As HRO ED I reported to the CEO in a transnational role and I was a key member of the Steering Board, the Executive Committee and the Industrial Plan Board.

From January 2014 to December 2014, I was Chairman of the Board in Sistemi Software Integrati

spa, a Selex ES subsidiary specialized in real time software and software swarm systems.

Finmeccanica Group – Selex Galileo spa

January 2008 – November 2012

HR & Organisation Director

Main responsibilities (about 7,000 Employees):

- Design and implement organizational model
- Design and implement learning, development & change management programmes at national and transnational level
- Compensation management for Italy and UK
- Trade Union relations
- People Management; HR planning; HR infosystems
- Key Member of the Steering Board, ExCom and other key councils

Member of the top 100 Finmeccanica WW Executives, selected for the Executive Leadership Program in International Business at London Imperial College.

Finmeccanica Group – Corporate HR Department at Finmeccanica spa

March 2005 – January 2008

SVP Planning, Organisation, People Management & Development

July 2001 – March 2005

VP Organisation and People Management Systems

Main responsibilities:

- Design and coordination of the Group Organization Projects
- Corporate Organization Design and Implementation
- Organizational Group Strategic Projects (Professional Communities; Indirect Procurement Project)
- Creation and design of Mindsh@re, a strategic Knowledge Management and Technical Communities project
- Group SAP HR project
- Group Management System
- MBO and LTI System
- Group Executives Management (ca. 1,500)
- Coordination of Executive Search at Group level

- Member of JV Remuneration Committee
- Corporate Recruiting and People Management
- Technical Support to the Finmeccanica s.p.a. Remuneration Committee
- Secretary of the CEO meetings.

ENEL Group – HR Department at Wind spa

September 1999 – July 2001

VP Organisational Development (previously People Management and Development)

After the Wind startup in 1997, the third mobile operator in Italy, I joined a new HR Department with the main task to consolidate the new Company with the best HR systems, organization and processes. I also participated in the Strategic Committee alongside the Wind CEO and the Management Team.

Telecom Italia Group – HR Department

May 1999 – September 1999

Head of Executives Development Group Policies

October 1998 – May 1999

ICT Department – Chief of Staff to the Chief Information Officer

Support to the CIO, in charge of Telecom Italia ICT (about 12,000 employees), as PMO for the key strategic project and as Secretary of the Executive Committee and Strategic Committee. Delegated to interface the Corporate HR for the key HR issues as Executives and Key People Management, organisation and communication projects.

April 1997 – October 1998

Head of HR Operation and Administration of ICT Department

February 1995 – April 1997

Head of HR Professional Services at Telecom Italia Emilia Romagna (Bologna)

January 1994 – February 1995

Head of Organisation and Trade Unions Relations at Telecom Italia HQ

April 1989 – January 1994

People Management, Development and Learning Specialist at Telecom Italia HQ

Education

I have attended executive courses held by top firms (SDA Bocconi, ISMO, ISTUD, CONSIEL, INSEAD, Imperial College) related to strategic HR and business management matters.

I have worked in Strategic Projects with the main International Consulting Firms.

Degree in Law at Perugia University, achieving top score 110/110.

Languages: English, professional working use (upper intermediate level).

Articles & Books

- "I professionisti del Sistema Informativo" (with F. Butera and A. Fasulo) in "Materiali e proposte di sviluppo organizzativo" – Ediz. SIP
- "Le Community Tecnologiche: il caso Finmeccanica" in "Knowledge Development" (M. Montironi – M. Genova) – Franco Angeli Editore
- Interviewed by the UK Magazine "HR Director"
- From 2006 to 2008 Visiting Professor at LUISS in "Advanced Organisational Systems" at master's degree in economics; several collaborations with LUISS and other Italian Universities as HR & Organization SME
- From March 2022 Visiting Professor at Foro Italico University of Rome in "People Management in Sport Organisations"

Others

- Founder and partner from 2000 of a Mondadori Franchising Bookstore in Rome
- Member of the Foundation "Lavoro per la persona", that provides studies, analysis and conferences about the values of work from a social perspective

Hobbies

Motorbikes, Martial Arts (Karate: Black Belt Dan 2; Judo: Brown Belt), Combat Sports, Movies, Music, Art.