

## Luciano Barbera CV

Luciano is an international organisational development consultant with particular specialism in helping organisations meet the Investors in People standard. He has worked in the organisational development / consultancy sector for 20 years both as an employee and as a freelance consultant. Working across all sectors, countries, continents and cultures, Luciano has a good insight into the issues that organisations face and how to address them. He has also been employed in senior positions within the field of organisational development within government departments both in the UK and Europe. This has included hands on line management, project management, contract management and delivery of learning.

### Some recent consultancy assignments

#### Management training and development

Recent assignments have included the design and facilitation of:

- workshops in business skills, the 'balanced scorecard' approach to objective setting, training evaluation and return on investment (ROI), project management, appraisal skills
- training of international Investors in People Advisers in Poland, Turkey, Austria, Germany and Switzerland
- presentation skills workshops which include professional public speaking
- workshops relating to the Investors in People Standard.

#### Coaching

Luciano offers executive coaching for senior managers and owners of SMEs including:

- strategic and business planning for small to medium sized businesses in the manufacturing sector
- coaching for managing directors of start up businesses and growing organisations especially those employing less than 10 employees.

#### HR consultancy

Luciano specialises in supporting businesses in the achievement of Investors in People recognition through diagnostic activity, advice and assessments, including PROFILE assessments.

Recent assignments have included:

- Investors in People diagnostics for:
  - A UK police force (1300 employees)
  - an international logistics company (2000 employees in Turkey)
  - an automotive manufacturing company (6000 employees in Turkey)
  - a national facilities management company (150 employees)
  - a software design company (10 employees)
- assessments recently undertaken include schools, charities, private, public sector ranging from 60 staff to 1,200 staff
- advice and guidance on setting up steering groups.

#### Qualifications

Post Graduate Diploma in Training Management; Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD); Registered Investors in People Adviser and Accredited Assessor for Investors in People and PROFILE; SFEDI accredited; Approved Business Link Consultant; Associate of IIP Turkey.

#### Other activities and interests

- Speaks fluent Italian, basic Spanish and Swedish and gets by in French. Planning to learn Turkish due to an increasing number of projects undertaken in Turkey
- Reading - special interest in history
- Travelling -took a year out to Teach English as Foreign Language in Italy & Spain
- Home and garden maintenance and do-it-yourself.