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Introduction

With more than 15 years of experience in HR and Payroll, I gained a strong detailed and overall knowledge in HR processes and Administrative processes. During my long way working in and for the HR I was able to cover in a very efficient way different roles:

- **Business Unit Manager / Project Manager**
Responsible of one team of resources focused on HRIS system, Payroll system and Time and Attendance system implementation, most of those system were SAP but non only. Handover to operation and support to operation for a grace period were also part of my role
- **euHReka on boarding Lead / Project Manager**
Responsible to build up the NGA platform, named euHReka, to deliver HR, Payroll and Time and Attendance service to NGA customers. This NGA platform is able to deliver the above processes to multinational and multi country companies. We have built a global frame scalable to local considering any legal requirements country by country
- **Application Maintenance Lead / Project Manager**
Responsible to build up an international team to deliver functional and technical maintenance of euHReka platform for Italy. Team was located in different countries and most part of the team was located into Granada and Manila
- **Country Service Readiness Lead / Global Program Director**
Responsible of one team of resources focused on HRIS, Payroll and Time and Attendance implementation on euHReka platform. In the new Global Payroll structure I was also in charge of managing our (NGA) Third Party Vendor using their own payroll system (local systems) integrated into the Global Payroll Solution through NGA standard connector (PEX). Here also Handover to operation and support to operation for a grace period were part of my role

Few strong skills developed on my way:

- Strategy definition and conversion to implementation
- Contract negotiation with internal supplier and external supplier
- Change Request negotiation
- RFI and RFP expertise
 - Definition of RFI/RFP
 - Analysis of RFI/RFP
 - Answering to RFI/RFP
- Change Management plan definition and execution
- Communication plan definition and execution
- Project plan definition and execution (country level and WW level)
- Resource management from a hierarchical and functional point of view; locally and near-shore / off-shore
- Teaching and Coaching resources
- Service Delivery
- SLA & KPI definition
- ...

Work experiences roles

From	Until	Assignment	
2014/06	2018/01	NGA Human Resources (Milan)	Global Program Manager
<ul style="list-style-type: none"> Responsible of coordinating multi-countries implementation from System Integration phase to transition phase into “out-sourcing” model including a full BPO (Business Process Outsourcing) Worldwide Implementation of HRIS, Payroll, Time & Attendance and transition to service model 			
2010/06	2014/05	NGA Human Resources (Milan)	Country Service Readiness Lead & Senior Project Manager
<ul style="list-style-type: none"> Responsible of coordinating all euHReka Project in Italy from System Integration phase to transition phase into NorthgateArinso “out-sourcing” model including a full BPO (Business Process Outsourcing) Responsible of global HR platform implementation and continuous enhancement (euHReka) based of SAP HR to deliver Personnel Administration services, especially Payroll & Time Management, and any other HR “Administrative” and “Organizational” service Responsible of coordinating a team of expert and international consultants 			
2005/05	2010/06	NGA Human Resources (Milan)	Business Unit Manager
<ul style="list-style-type: none"> HR Management & Business Development AMO (Application Maintenance Outsourcing) Manager Service organization and team definition and governance with off-shore and near-shore teams 			

Work experiences projects/programs

From	Until	Client	Assignment
2017/02	2018/01	Lonza (Milan – Basel)	<p>Global Program Manager</p> <ul style="list-style-type: none"> Responsible for implementations of a Global Payroll Service program all over the world to deliver a Managed Payroll Service solution within NGA organization through different Payroll platform interfaced with Lonza HRIS system Global project includes more than 40 countries all over the world Additional complexity because of two complex interface in place. One of these from Workday (HRIS system for Lonza) to payroll systems and the second one from Time & Attendance system from Kronos to payroll systems Program organization is quite complex because the implementation is not only for payroll processes but it includes also few other HR processes
2016/02	2017/01	Maersk (Milan – Copenhagen)	<p>Senior Project and Wave Manager – Maersk project</p> <ul style="list-style-type: none"> Responsible for implementations of a Global Payroll Service program over the European countries (20) to deliver a Managed Payroll Service solution within NGA organization through different Payroll platform. Global project includes 120 countries all over the world Additional complexity for the presence of two different interfaces between different systems. One of these is from Maersk SAP HR (HRIS system for Maersk) to payroll systems and the second one is from Time & Attendance system for Maersk to payroll systems Program organization is quite complex because the implementation is not only for payroll processes but it includes also Benefits, Recruiting, Performance, Appraisal and HR general processes in collaboration with IBM
2015/04	2016/01	Baxter (Milan – Rome)	<p>Senior Project Manager - Baxter project</p> <ul style="list-style-type: none"> Responsible for implementations of a Service Readiness project to upgrade and build a Managed Payroll Service solution on NGA euHReka platform for Baxter Italy including two new company: Baxalta and Gambro. Company is around 1.200 employee with 2 different Collective Labor Agreement (CLA) Additional complexity for the presence of two different interfaces between different system. One of these is from Peoplesoft (HRIS system for Baxter) to euHReka and the second one is from Time & Attendance system for Baxter to euHReka.

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2014/06	2015/02	Abbvie (Milan – Rome)	Senior Project Manager - Abbvie project <ul style="list-style-type: none"> Responsible for implementations of a Service Readiness project to build a Managed Payroll Service solution on NGA euHReka platform for Abbvie Italy inside a Global Payroll Service worldwide. Company is around 1.200 employee with 2 different Collective Labor Agreement (CLA) Additional complexity for the presence of two different interfaces between different system. One of these is from WorkDay (HRIS system for Abbvie) to euHReka and the second one is from KRONOS (Time & Attendance system for Abbvie) to euHReka.
2012/06	2014/02	Novartis (Milan – Basel)	Senior Project Manager - Novartis project <ul style="list-style-type: none"> Project scope: PA, Payroll, Time Management, Employee and Manager self service implementation based on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation .Italian payroll configuration and post-go live assistance. Transition to full outsourcing service Employee in scope about 4.500 An already existing SAP HRIS system of Novartis global created more complexity in delivering project and strong coordination and collaboration with global teams were necessary. SAP HRIS system of Novartis is the Master system for Master Data and euHReka of NGA is the final master system for any Payroll & Time data
2011/07	2012/02	State Street Bank (Milan)	Senior Project Manager - State Street project <ul style="list-style-type: none"> Project as pilot of a roll-out for a global service program WW. Project scope: PA, Payroll, Time Management, Employee and Manager self service implementation based on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation .Italian payroll configuration and post-go live assistance. Transition to full outsourcing service Employee in scope about 700 Complexity to the project added by PeopleSoft as HRIS system. An interface from PeopleSoft to euHReka built to get all Master Data changes into euHReka. Strong coordination between international teams to achieve the final result
2010/08	2011/08	AstraZeneca (Milan)	Senior Project Manager – AstraZeneca project

From	Until	Client	Assignment
			<ul style="list-style-type: none"> Project part of a global program WW for more than 40 countries in scope Project scope: PA, Payroll, Time Management, Talent Management, Recruiting, Organizational Management, Learning implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to full outsourcing service Employee in scope about 900 One of the biggest project WWW run in the last years. A lot of different teams working together and collaborated to achieve the final target. All over the world all Project Manager worked hard and simultaneously to run project in a good way
2010/07	2011/03	Shell (Milan – London)	Senior Project Manager – Shell project
			<ul style="list-style-type: none"> Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 800
2010/06	2011/03	Baker Hughes (Milan)	Senior Project Manager – Baker Hughes project
			<ul style="list-style-type: none"> Project part of a global program WW for more than 30 countries in scope Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 300
2008/06	2009/06	Autogrill (Milan)	Senior Project Manager – Autogrill project
			<ul style="list-style-type: none"> Project management New company start-up in Autogrill SAP systems for PA, PY and TM Employee in scope about 500
2007/08	2008/05	Solvay (Milan)	Business/Project Manager – Solvay project
			<ul style="list-style-type: none"> Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 2200

From	Until	Client	Assignment
2007/04	2008/02	Clariant (Milan – Basel)	Business/Project Manager – Clariant project
			<ul style="list-style-type: none"> Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 750
2006/07	2007/03	Ciba specialist (Milan)	Business/Project Manager – Ciba project
			<ul style="list-style-type: none"> Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 900
2006/07	2007/02	Carrier (Milan)	Business/Project Manager – Carrier project
			<ul style="list-style-type: none"> Project scope: PA, Payroll and Time Management implementation base on the new euHReka platform Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Transition to outsourcing service Employee in scope about 1100
2006/05	2007/02	Internal euHReka platform (Milan – Burssels – Granada)	Business/Project Manager – euHReka platform project
			<ul style="list-style-type: none"> Development of the new euHReka platform based on SAP technology.Platform oriented to different levels of Payroll Services models One of the biggest challenge was the coordination between different teams in different countries; Manila, Granada, Marocco, Italy, Belgium, etc..Different teams working on different part of the project as Web, Payroll, Time, Organizational Management, Workflows, etc..
2005/06	2006/02	Sanofi (Milan)	Project Manager – Sanofi-Aventis project

From	Until	Client	Assignment
			<ul style="list-style-type: none"> • Sanofi Aventis • Project scope: PA, Payroll and Time Management implementation with automatic interfaces with a global Master Data Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Employee in scope about 3500
2004/05	2005/05	Indesit (Fabriano)	Project Manager & Functional Leader – Indesit Company project
			<ul style="list-style-type: none"> • Global SAP-HR project for about 19.000 employees including the Organizational Management structure Countries initially involved: - Italia - Regno Unito - Francia - Polonia - Russia Employee in scope about 5000
2003/01	2004/04	Ferrero (Alba – Milan)	Project Manager & Functional Leader – Ferrero project
			<ul style="list-style-type: none"> • Global SAP-HR project for about 20.000 employees, starting from italy Ferrero headquarter to manage their HR data in all major subsidiaries. Employee in scope about 10000
2001/12	2002/12	Metro Cash & Carry (Milan)	Project Manager & Functional Leader – Metro Cash & Carry project
			<ul style="list-style-type: none"> • Project scope: PA, Payroll and Time Management implementation with automatic interfaces with a global Master Data Italian payroll As-Is analysis, conceptual design and documentation . Italian payroll configuration and post-go live assistance. Employee in scope about 6000
2001/05	2002/08	Procter & Gamble (Rome)	Project Manager & Senior Consultant – Procter & Gamble project
			<ul style="list-style-type: none"> • Italian Payroll with As-Is-Analysis, Conceptual Design and documentation. Italian Payroll configuration, testing and Go Live Employee in scope about 2500
2001/06	2001/12	IPSOA (Milan)	Senior Consultant – Ipsoa Italy project

From	Until	Client	Assignment
			<ul style="list-style-type: none"> Italian Payroll with As-Is-Analysis, Conceptual Design and documentation. Employee in scope about 1000
2001/09	2001/11	Gewiss (Milan)	Senior Consultant – Gewiss project
			<ul style="list-style-type: none"> Payroll assistance. Employee in scope about 1000
2000/07	2001/05	Pirelli (Milan)	Senior Consultant – Pirelli project
			<ul style="list-style-type: none"> Application Link Enabling (ALE) for HR and FI/CO with analysis, design, configuration, tests and documentation.
1997/01	2000/12	Allianz (Milan – Munchen)	Project Manager & Team Leader – Allianz Subalpina project
			<ul style="list-style-type: none"> Analysis, Design, Configuration, Tests and documentation. Go Live Support and User Training. Integration to the external Time Management System. Interface Design, Quality Assurance, Documentation. Release migration from 3.1I to 4.5B. Tests and support. Employee in scope about 800
1998/06	1998/12	Pep Perego (Milan)	Senior Consultant – Peg-Perego project
			<ul style="list-style-type: none"> Seniority Jumps in Italian Payroll with analysis, design, configuration, tests and documentation Contribution in Italian Payroll with interface design, quality assurance, documentation. Base retribution in Italian Payroll interface design, quality assurance, documentation. Employee in scope about 1500
1983/01	1996/12	Asco Consultant (Milan)	Programmes & Analyst
			<ul style="list-style-type: none"> Languages: Assembler, Basic, Cobol, C, C++, Visual C, Visual Basic, CSP Database: DB2, Informix, SQL Server, Oracle Projects: Personnel administration (ENEL), Distribution (GAS RIMINI), Financial and investment (ENEL), Treasury (ENEL)

Educations

From	Until	Education	Education level	Local level
1977/06	1982/06	Liceo Scientifico		Higher secondary education

Courses

From	Until	Training institute	Course
1998/03	1998/03	SAP Academy	SAP HR465 - Italian Payroll
1998/03	1998/03	SAP Academy	SAP HR305 - Personnel Administration
1998/03	1998/03	SAP Academy	SAP HR050 - Human Resources

Language skills

Language	Writing	Conversation
English	★★★★★	★★★★★
Italian	★★★★★★	★★★★★★