

FRANCESCO DEL BELLO, MBA

DIRECTOR • BUSINESS UNIT MANAGEMENT • ACCOUNT MANAGEMENT

SALES • BUSINESS DEVELOPMENT

Roma, 9th may 1973

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SUMMARY

Director with competence in Business Unit Management, P&L, Account Management, Business Development, characterized by a strong technical background and with 16+ years' experience. Resilience, motivation, analytical approach, problem solving, untiring team engagement, positive approach, vision, entrepreneurial mindset drive my management style. During 2017, I lead a tough change management challenging: due to a reorganization at corporate level, most of BU managers became Sales Managers and their BU started being managed by few, inexperienced, technical managers. My main strategic objective as Operation Director (Team Unit Director) was to steer the non-performing BUs to success. I received a team made by 2 senior technical managers and I shaped in an organic and structured system of cooperating BUs made by 3 sr. managers, 6 managers, 1 recruiter, with systematic growing KPIs (from 209HC to 250HCs – 302FTEs), overcoming also external difficulties due to budget cutting by our first two customers. Previously, since 2014, I brought the BU I inherited to over-doubling its revenues in less than 3 years (from 15HCs to 52HCs, 71FTEs). I dramatically cut the BU employee-turnover achieving 3% during 2016 (company average turnover: 17%). I increased the account share from 20% to 70% on the most important account of the Division (15% in terms of Revenues) that I had the opportunity to manage, through a trusting relationship with management and a long-lasting approach.

CORE COMPETENCES

- Business Unit Management
- P&L Management
- Account Management
- Business Development
- Sales Strategy
- Sales Operation
- Negotiation
- Team Engagement and Mentoring
- B2B Operations Management
- Services Delivery and Management
- General Management
- Change Management
- Technical Unit Management
- Finance for Non-Financial Managers
- Digital Strategy and Transformation

EDUCATION

- **EMBA** • ESCP, Paris • Nov. 2018 • **GPA: 4.78**
- **General Management Programme** • ESCP, Paris (Campus: Turin) • Dec. 2016
- **M.Sc. in Aeronautical Eng.** • La Sapienza, Rome • Dec. 1998 • **110/110 cum laude**
- **High School** • M. Azzarita, Rome • 1992 • **58/60**

EXPERIENCE

Team Unit Director – Altran

Jan. 2017 – on going, Milan

Member of Board of Directors of EILIS Division (Energy, Industries, Electronics, Life Science), accountable for BUs operating (over **30M€/y**, **302FTEs**) on EILIS markets.

- **BUs management team built up:** from 2 Sr. managers, to 3 sr. managers, 6 managers, 1 recruiter
- **Increased Revenues:** +7% FY17
- **Team Growth:** +41 hierarchical headcounts
- **Margins:** Gross Margins increases by +1% over the 2H2017

Main accountabilities and Competences

Business Unit Management, full P&L management, Business Development, Sales Strategy and Operation, Delivery, Customer Satisfaction, Utilization Rate, Service Transformation, Capacity Plan, Recruiting, Forecast, Suppliers Management, Employees Satisfaction.

Advanced Business Manager • Business Manager – Altran

Mar. 2014 – Dec. 2016, Milan

Accountable for a BU operating on Industries and Electronics market and for the most important customer of the Division (>15% Revenues).

- **Increased Revenues:** 0.7M€ 1HY14, 2.25M€ 2HY16 (~+1.2M€/y)
- **Team Growth:** 15 HCs 1HY14, 52HCs 2HY16 (~70FTEs)
- **Margins:** Gross Margins ~constant
- **Average Project Size:** from 30-50k€ 1HY14, 500k€ 2HY16
- **Account Share:** 22% 1HY14, 73% 2HY16
- **Employee-turnover:** 10% FY14, 3% FY16 (Company average: 17%)

Main accountabilities and Competences

Business Unit Management, P&L, Business Plan Definition and Execution, Business Development, Sales Strategy and Operation, Account Management, Customer Satisfaction, Forecast, Capacity Plan, Recruiting, Pricing, Negotiation, Project/Program Management and Delivery, DSO.

Markets

Engineering Services, Industries, Electronics, Consumer Goods, Home Appliance, Home Automation.

Team Manager – Altran

Dec. 2012 – Feb. 2014, Milan

Accountable for a BU operating on Electronics Market.

Main Accountabilities and Competences

BU Management, P&L, Pre-Sales, Customer Satisfaction, Capacity Plan, Recruiting, Project Management and Delivery.

Markets

Engineering Services, Electronics, Consumer Goods, Home Appliance.

Sr. Algorithm Eng. • Control System Eng. – consultant@Whirlpool

Oct. 2006 – Dec. 2013, Varese

Fully Involved in tens of R&D projects and in different phases of technical solution definition: ideas generation (Patents), delivery, project management, Proof of Concept, Engineering, Specification, Requirements.

Main Technologies: Kalman Filter, Extended Kalman Filter, Neural Networks, Machine Learning, Control System Design, LQR, Statistical Analysis, Simulation, HITL (NI), Matlab, Simulink, C, C++, Six Sigma, Operational Excellence, Robust Design, Design of Experiment (DOE).

OTHER COURSES AND STUDIES

- **Executive Seminar – Leading for Innovation and Growth** • McCombs Business School, Univ. of Texas at Austin • 4/2018
- **NegoPro®** (Negotiation) • Bridge Partners • 11/2015
- **PMP® Certification** • Altran Italia (REP PMI) • 12/2013 – 02/2014
- **Business Negotiation: Sales and Value** • MIP • 7/2013
- **Six Sigma Green Belt** • MIP • 11/2010, 3/2011
- **X National Seminar of Theoretical Physics** • INFN, Parma, Italy • 09/2001
- **M.Sc in Physics candidate** • La Sapienza, Rome • Degree thesis: “*Gauge Invariant Renormalization on Lattice*” • **Average grade: 29.1/30** (1998-2002)

PUBLICATIONS AND PATENTS

Co-author of 10 application draft and Patents for Home Appliance:

- EP2194756 (A1)
- EP2194755 (A1)
- EP2312909 (A1)
- EP2754981 (A1)
- US2014165629 (A1)
- P1998116 (A1)
- EP2326140 (A1)
- EP2306784 (A1)
- EP2719978 (A1)
- EP2296435 (A1)
- “*Temperature estimation of cooking vessel content via EKF and sliding mode observers in induction cooking system*” – A. Boccuni, L. M. Capisani, F. Del Bello, D. De Vito, A. Ferrara, J. Paderno – (18th IFAC World Congress – Sep. 2011, Milan)


LANGUAGES

- **Italian:** mother tongue
- **English:** good

HOBBIES AND INTERESTS

- Jazz, classical music, sailing, rowing, photo

Senior Consultant • Professional Consultant • Consultant – Altran


 Oct. 2006 – Dec. 2012,  Milan

Accountable for technical solutions (algorithms and control). As Senior Consultant (4/11-12/12), I was accountable for Operational Team Management, Pre-Sales, Projects Delivery.

Markets

Engineering Services, Electronics, Home Appliance.

Flight Mechanics Engineer – AgustaWestland

 Jun. 2006 – Sep. 2006,  Varese

Co-founder and accountable for algorithms design – Ezenics Inc. (formerly Sensus s.r.l.)

 Oct. 2004 – Jun. 2006,  Rome

Markets: Building Automation, Heating Ventilation and Air Conditioning (HVAC).

Core business: Monitoring, Diagnostic and Energy consumption Optimization of HVAC systems.

Business Model: Software as a Service (SaaS);

Main fields and Technologies: Building Automation, Home Automation, M2M, Neural Networks, Machine Learning, Pattern Recognition, C++.

Main projects

- *Fault Detection and Diagnosis (FDD) System and Refrigerant Leakage System.*
- *Energy Consumption Optimization and Management applied to HVAC systems.*




Python developer – i-node

 Jan. 2004 – Jul. 2004,  Rome

Researcher/Technical Leader – Mechanical and Aeronautical department of engineering faculty, ‘La Sapienza’, Rome

Main Technologies: Kalman Filter, Extended Kalman Filter, Neural Networks, Machine Learning, Control System Design, LQR, Robust Control, Simulation, HITL (dSPACE), Matlab, Simulink, C++.

Main projects

-  Jan. 2005 – Jan. 2006, “*Wind Estimator for Unmanned Aerial Vehicle application through a Neural Networks based Virtual Sensor*”.
-  Jun. 2003 – Oct. 2004, “*Design and Prototyping of an innovative rotorcraft R.P.V. (Remotely Piloted Vehicle)*”.
-  1999 – 2000, “*Algorithms Design and Development for vessels hydrodynamics parameters identification*”, (Del Bello-De Matteis).