



brembo®

SPECIALISTA GLOBALE NEI SISTEMI FRENANTI



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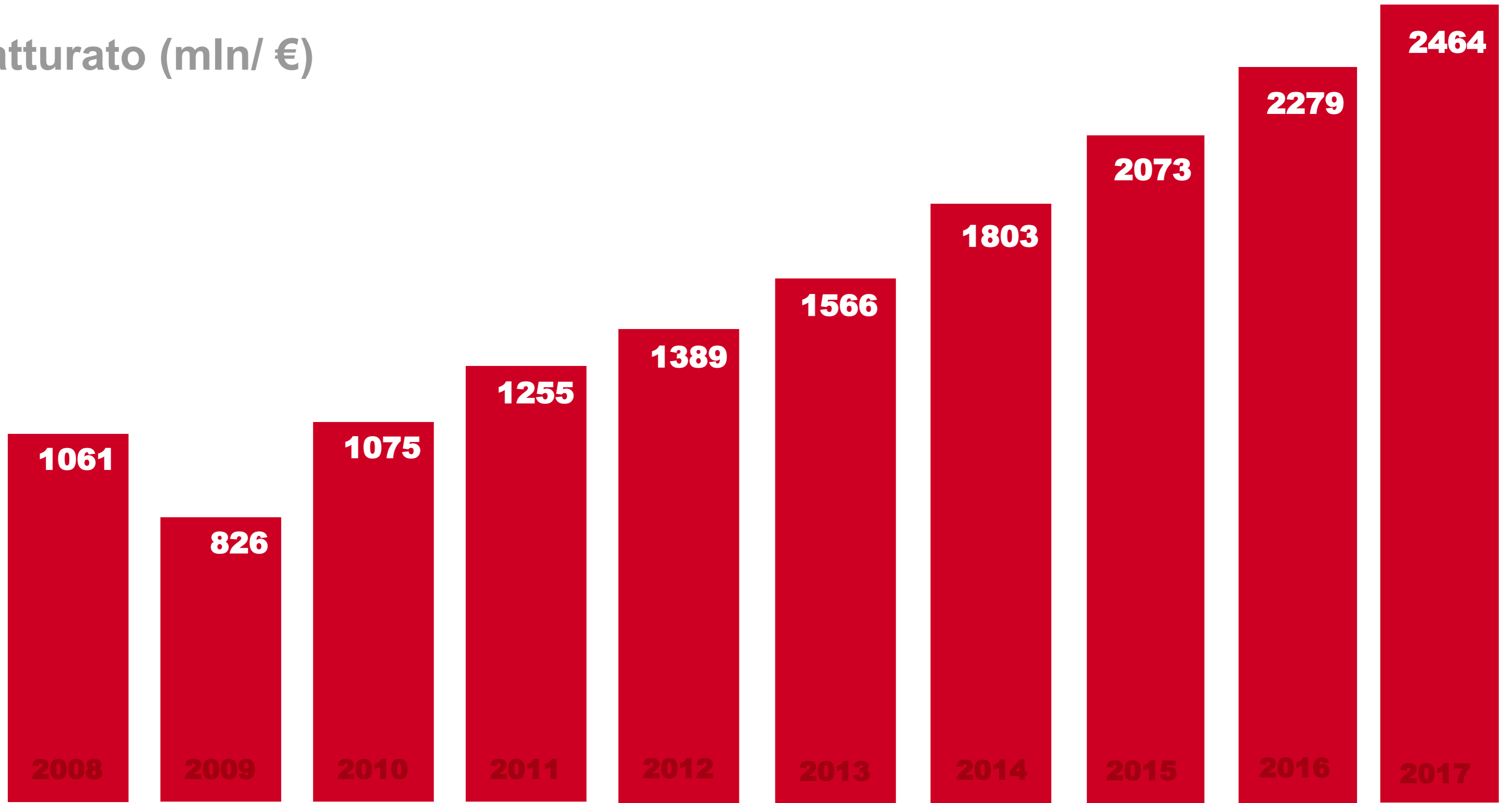
DESIGN INTEGRATO



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fatturato (mln/ €)



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9.837

**dipendenti
a dicembre 2017**

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CINQUE BUSINESS

**auto
& truck**

dischi freno



**auto
& truck**

sistemi frenanti



moto

**dischi freno
sistemi frenanti
ruote**



**after-
market**

**componentistica
sistema frenante**



**perfor-
mance**

**impianti da
competizione e
componentistica
tuning
ruote moto**

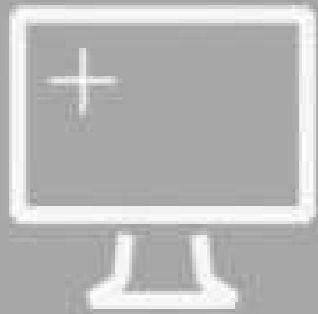


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CONTROLLO DI TUTTA LA CATENA DEL VALORE

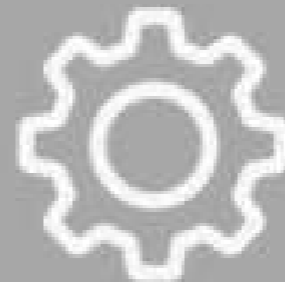
ricerca
& design



fonderia



Lavorazione e
assemblaggio



controllo
qualità



logistica



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PRESENZA IN TUTTO IL MONDO

EUROPA

Italia
Germania
Spagna
Svezia

Regno Unito
Repubblica Ceca
Polonia
Russia

**NORD
AMERICA**
USA
Messico

**AMERICA
LATINA**
Brasile
Argentina

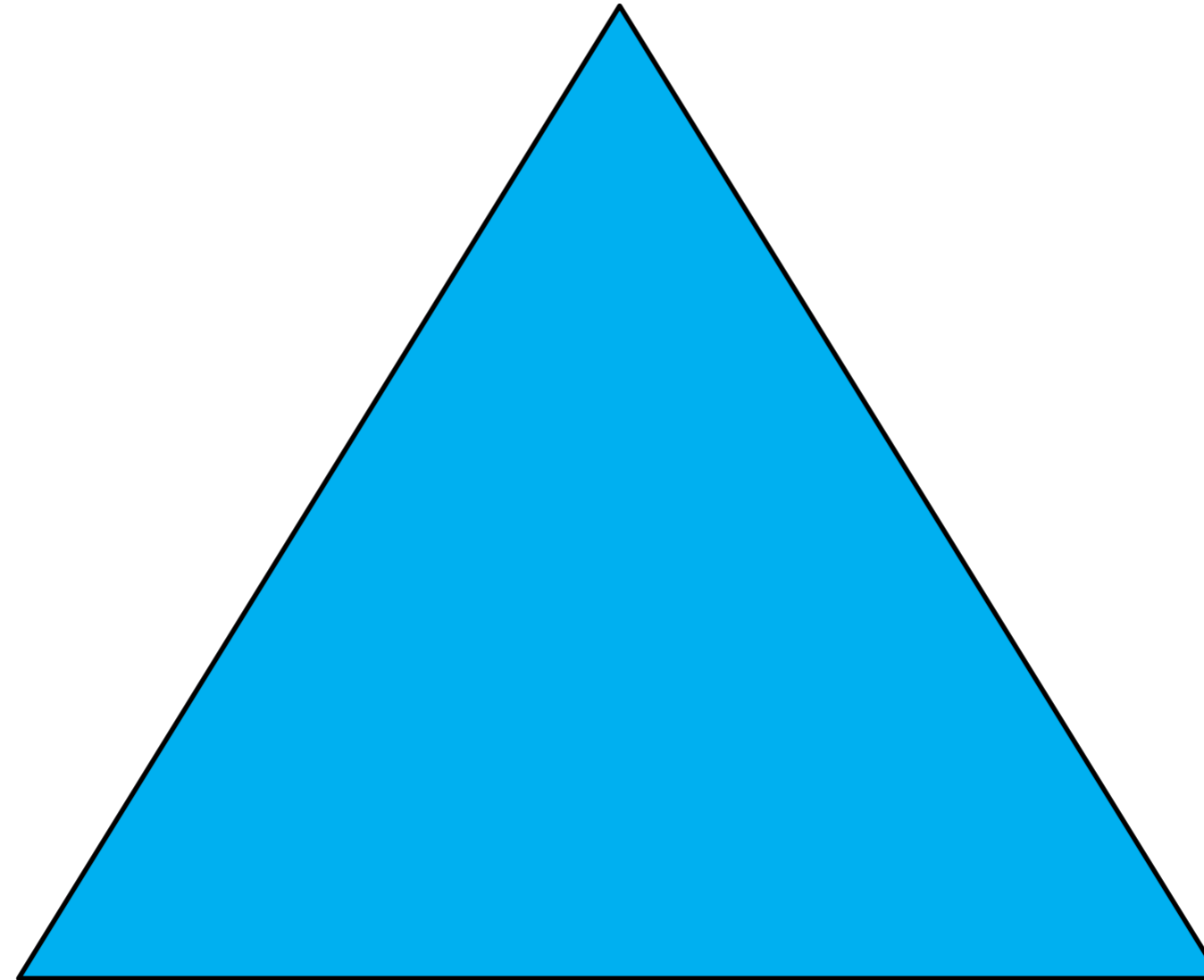
ASIA
Cina
India
Giappone



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Central Functions



Div/Business Units

BU/DIV Functions

Regions/Countries

Country Functions

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Talent Management System



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Tratti organizzativi (oggi)

- **Modello organizzativo stabile ma aperto al cambiamento e all'innovazione**
- **Equilibrio tra Div/BU/Funzioni/Paesi**
 - **DIV/BU**
 - **Regioni/Paesi pieno ruolo (strutturato nei processi/matrici)**
 - **Funzioni (centrali e Div/BU) con crescita coordinata al centro e nei paesi**
- **Piattaforme**
- **Pochi layers**
- **Ampio span of control**
- **Matrice**
- **Riporti con sistema a supervisor multipli (doppio gerarchico)**



Trend organizzativi (int.)

- **Modello organizzativo nei paesi multi-business da estendere**
- **Organizzazione per piattaforme richiede continua manutenzione**



Trend organizzativi (est.) - 1

- **65% dei bambini scolarizzati oggi saranno impiegati in ruoli che ancora non esistono (US dept. of Labor)**
- **Entro il 2020 1/3 delle competenze ricercate per molti ruoli non sono ancora considerate come cruciali (World Economic Forum)**
- **30% dei ruoli sul mercato del lavoro attuale sarà sostituito entro il 2025 (World Economic Forum)**



Trend organizzativi (est.) - 2

- **Demografia (generazioni a confronto, sempre più a lungo)**
- **Organizzazione (agile, swarm, ecc)**
- **Trasformazione digitale**
- **Costrutto di “Lavoro”**
 - **Datori di lavoro/contratti multipli?**
 - **Nuove professioni (e chi ci dialoga)**



**Le cose semplici le sanno fare tutti,
le cose difficili le sanno fare in pochi.
Noi dobbiamo fare quelle difficili.**

Emilio Bombassei
Fondatore

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