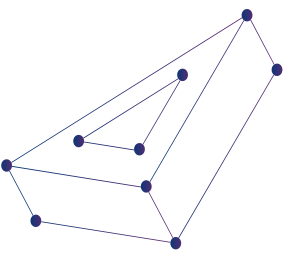
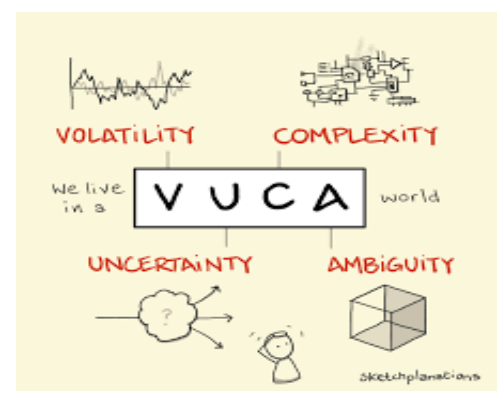


Dipartimento Human Capital

People Management
Cura delle persone
Efficacia dei team

ENERGY MEETS REALITY

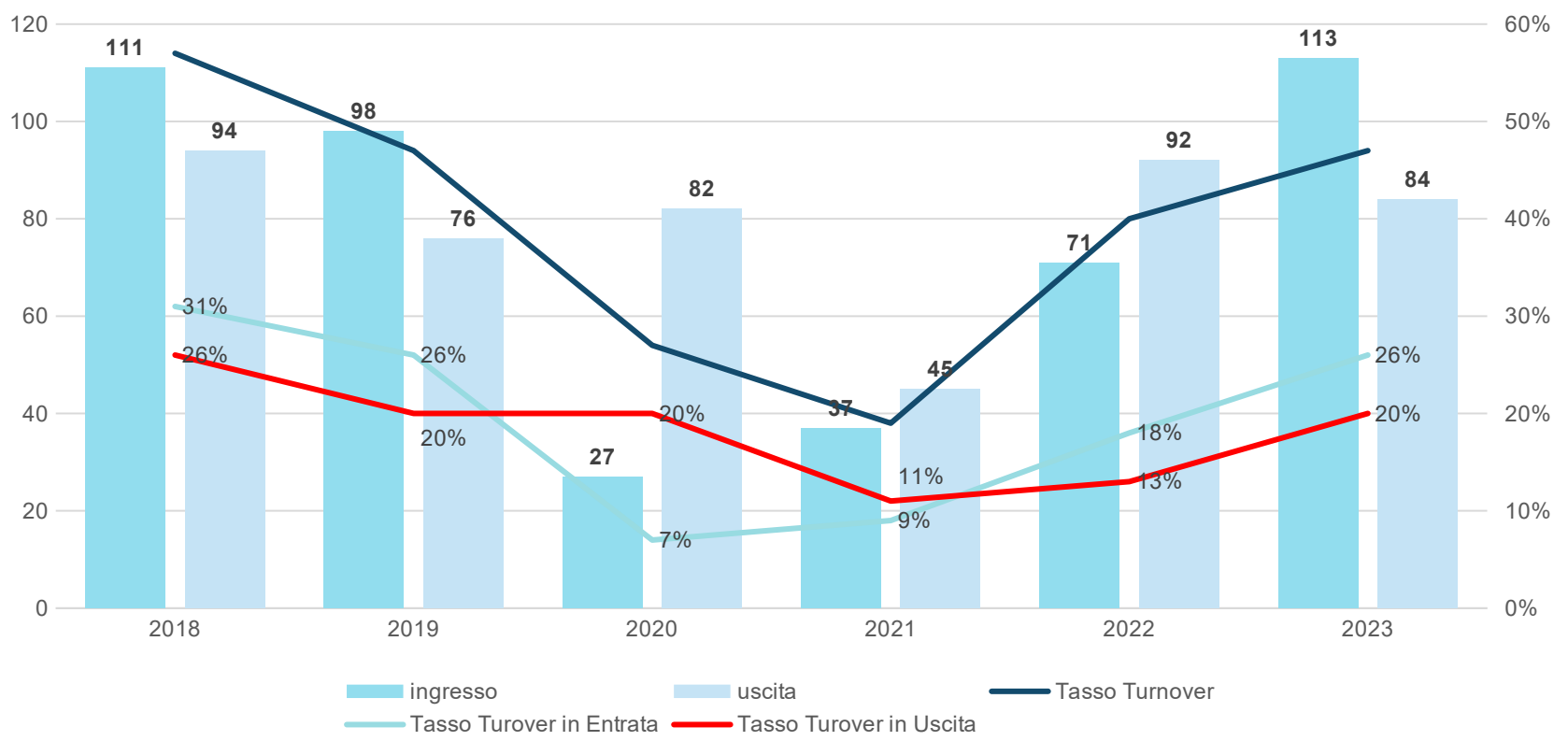






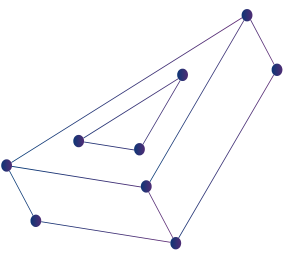
Rapporto con il Turnover

Rosetti Marino Dipendenti + Somministrati



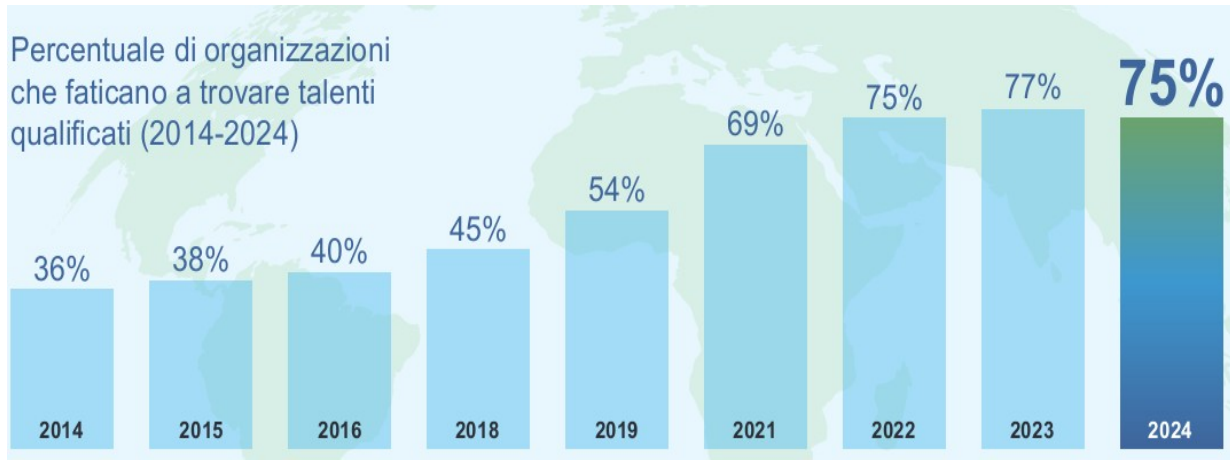
Budget 2024

New Entry: **112**
Turnover out: **14**





Talent & Professional Shortage



Energy & Utilities

L'offerta di talenti è inferiore alla domanda: **il 74% delle organizzazioni riferisce di avere difficoltà a trovare i talenti di cui ha bisogno***.

Nonostante il Talent Shortage, **i datori di lavoro in Italia riferiscono una prospettiva netta di occupazione del +28%**, in contrazione rispetto al trimestre precedente (-3 pp), ma in leggero aumento rispetto allo stesso periodo dell'anno scorso (+3 pp).

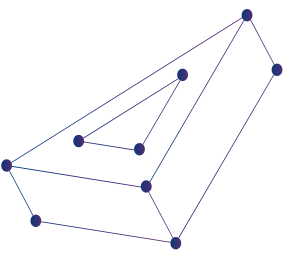
* The 2024 Global Talent Shortage, ManpowerGroup

Talent Shortage segnalato in Italia

74%

Prospettive nette di occupazione in Italia

28%



Action Plan - Consuntivo 2023



Change Agents



12/2022

3 R Champions



02/2023

Nuovi Applicativi
Area Esecutiva



06/2023

People & Business
Workshop



09/2023

Percorsi di
carriera



10/2023

Annual
Group Meeting



12/2023

11/2022



Reengineering
Rosetti
Marino

02/2023



Leadership Team
Workshop

03/2023



Governance
di Progetto

09/2023



Istituti e
Università

09/2023



Project Team
Workshop

12/2023

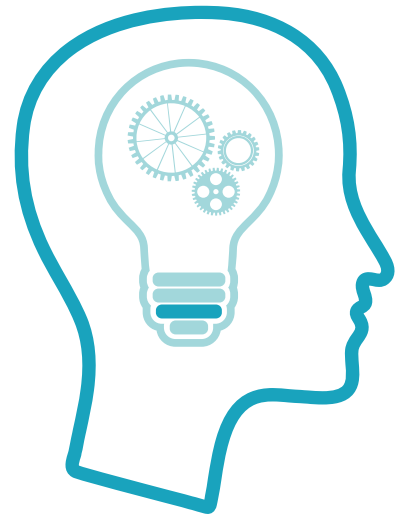


Survey
Ecosistema
Aziendale



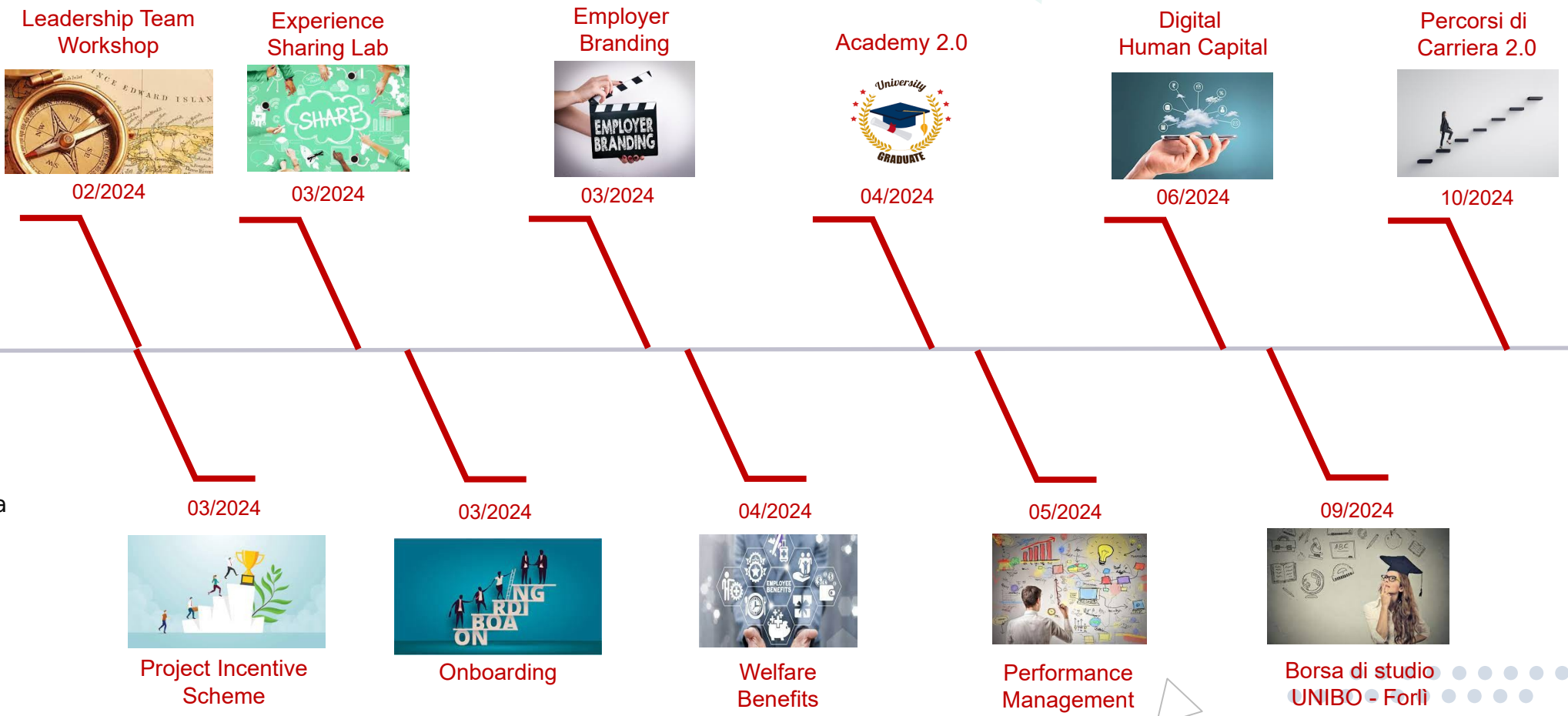
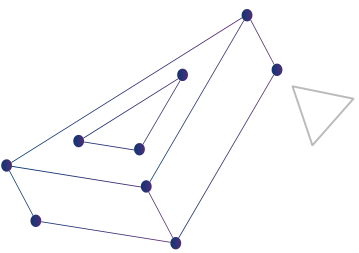


Action Plan - Piano 2024



Human Capital Management

Scelta Strategica per l'Azienda



Leadership Team Workshop

02/2024



Experience Sharing Lab

03/2024



Employer Branding

03/2024



Academy 2.0

04/2024



Digital Human Capital

06/2024



Percorsi di Carriera 2.0

10/2024



Project Incentive Scheme



Onboarding



Welfare Benefits



Performance Management



Borsa di studio UNIBO - Forlì





Purpose & Culture

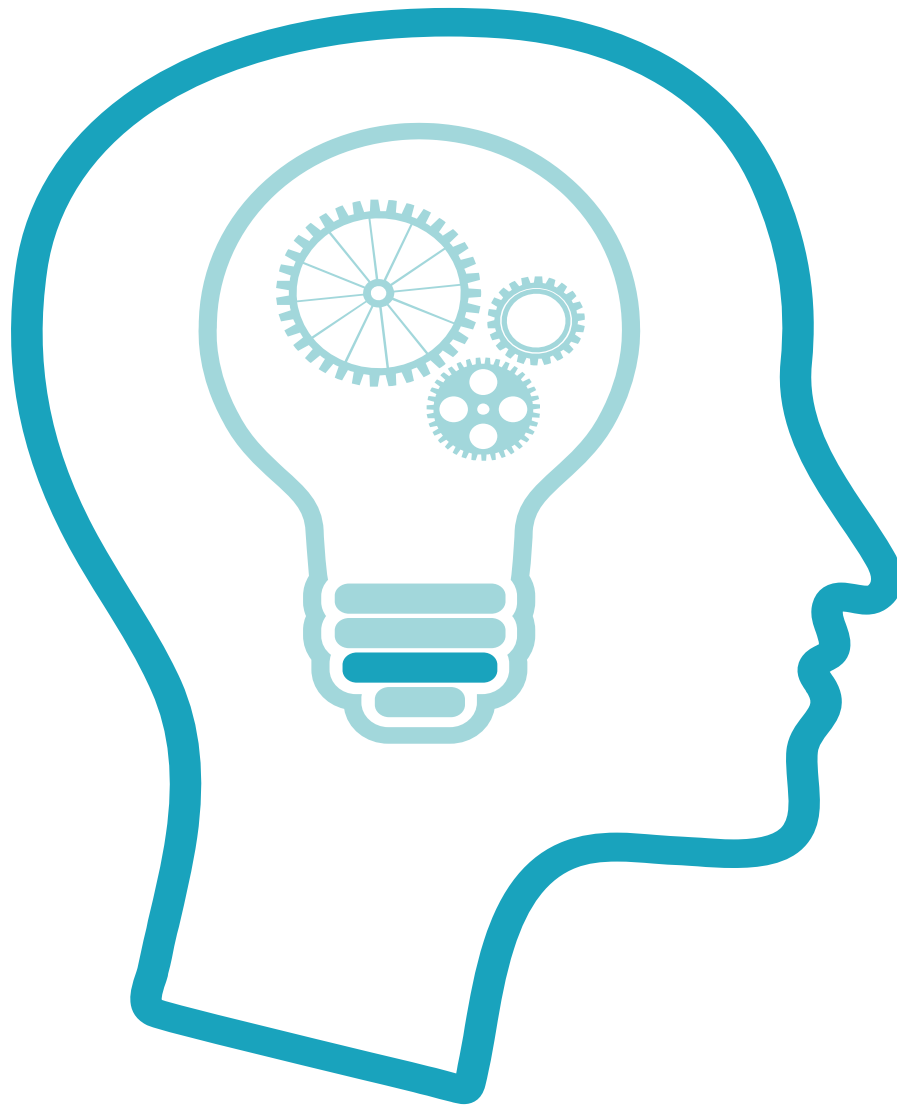
ENERGIE RINNOVABILI (\$)

NET ZERO

CARBON NEUTRALITY

GREEN AND CLEAN

Focus on



Employee Experience & Development Path



READY
FOR THE
ENERGY
OF THE
FUTURE

Our roots stretch back to almost a century of industrial success, but our leaves reach out towards the energy of the future

2019 2020 2021 2022 2023 **NEXT**

