

## Marco Berti

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### CAREER PROFILE

I am a senior management consultant with 15 years experience in change management, organizational development, and strategy.

I have developed strong consultative skills, achieving significant results in change management, business process reengineering, and corporate learning solutions. Working in Australia and Europe, I have provided consulting services to organisations in various industries, including automotive, high tech manufacturing, insurance, and the public sector. My other demonstrated skills include key account management, project management, and business development.

I have also an extensive experience as a senior lecturer in the fields of organizational design and change management, teaching to post graduate students in business schools and universities, and to senior executives in Europe and Australia.

### KEY AREAS OF EXPERTISE:

Area of expertise	Industries
<ul style="list-style-type: none"><li>Organisational diagnosis, identifying and solving problems related to incoherence between organisational structure, strategy and culture</li></ul>	Public sector, high tech manufacturing, membership associations
<ul style="list-style-type: none"><li>Supporting organisations in the development and deployment of corporate strategic plans</li></ul>	Public sector, professional services, membership associations, not for profit organisations
<ul style="list-style-type: none"><li>Designing Learning and Development solutions to foster organisational change</li></ul>	Automotive, high tech manufacturing, logistics and freight-forwarding, pharmaceutical, insurance, public sector
<ul style="list-style-type: none"><li>Designing and delivering corporate training on change management and organisational development</li></ul>	Automotive, high tech manufacturing, pharmaceutical, insurance, public sector, finance, logistics and freight-forwarding
<ul style="list-style-type: none"><li>Process improvement and re-engineering</li></ul>	Public sector, mortgage brokers, not-for-profit organisations

## PROFESSIONAL HISTORY – Australia

**2007-current**                      **Institute of Public Administration Australia NSW Division**  
**[www.nsw.ipaa.org.au](http://www.nsw.ipaa.org.au)**

*IPAA NSW is the NSW Division of IPAA, the national professional association that supports the professional development and represents the professional interests of public sector employees in Australia*

Position:                      **Policy and Practice Consultant**

Responsibilities and achievements

- ~~Appointed to develop an initiative for good practices sharing among Australian and international public sector specialists, I have developed the concept and project managed the roll out of a cutting-edge social web and knowledge management tool ([www.publicminds.org.au](http://www.publicminds.org.au)), which is currently used by more than 1,800 practitioners and academics. I am currently responsible for the facilitation and development of this social web community~~
- ~~I have designed and implemented (since 2008) a highly successful series of seminars and master classes on change management aimed at Senior Executives and which involve a number of highly respected change management practitioners (e.g. Prof. Dexter Dunphy, KPMG, and Public Sector chief executives)~~
- ~~I have conducted a review of internal IPAA procedures and policies (2008)~~

**2010-current**                      **Ansaldo STS**

Position:                      **Senior consultant for the Training needs managers international project (in collaboration with AB Project)**

Responsibilities and achievements

- I have been entrusted to manage the kick off of this innovative project for the area Asia Pacific. The project goal is to improve the skills development system of this global company by engaging, training, and coordinating a community of practice of senior professional from various "professional families", who are in charge of supporting the Human resources unit in the professional skills development needs analysis
- I have supported the Human Resources Development unit in the re-engineering of training and development needs analysis processes and procedures
- I have successfully coordinated the first global training and development needs analysis, achieving the goal of collecting the data needed to produce an effective global training budget draft for 2011

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**2007-current**                      **Australian School of Business (incorporating AGSM) –**  
**University of New South Wales**                      **[www.agsm.edu.au](http://www.agsm.edu.au)**

Position:                      **Adjunct Lecturer of Change Management and Organisational Design in MBA Program**

Responsibilities and achievements

- I lecture the Organisation Structure and Change course to Full Time MBA students and Organisational Design to Executive MBA students, receiving excellent feedback
- I have designed a new training module on organisational design which is currently used in the Executive MBA course
- I have designed innovative case studies and simulations on organisational design

**2010-current**                      **Faculty of Health Sciences - University of Sydney**  
**[www.sydney.edu.au](http://www.sydney.edu.au)**

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## Curriculum vitae

**Position:** **Adjunct Lecturer of Health Sociology and Unit of study coordinator**

**Responsibilities and achievements**

- I am the main lecturer for the Unit of Study HSBH1008 Health Determinants and Interventions in the Faculty of Health Science, teaching to undergraduate students
- I have designed the 2010 Unit of study
- I am the HSBH1008 unit of study coordinator, receiving excellent feedback

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**2007-2010** **Institute of Public Administration Australia NSW Division**  
**[www.nsw.ipaa.org.au](http://www.nsw.ipaa.org.au)**

*IPAA NSW is the NSW Division of IPAA, the national professional association that supports the professional development and represents the professional interests of public sector employees in Australia*

**Position:** **Policy and Practice Consultant**

**Responsibilities and achievements**

- Appointed to develop an initiative for good practices sharing among Australian and international public sector specialists, I have developed the concept and project managed the roll out of a cutting-edge social web and knowledge management tool ([www.publicminds.org.au](http://www.publicminds.org.au)), which is currently used by more than 1,800 practitioners and academics. I am currently responsible for the facilitation and development of this social web community
- I have designed and implemented (since 2008) a highly successful series of seminars and master classes on change management aimed at Senior Executives and which involve a number of highly respected change management practitioners (e.g. Prof. Dexter Dunphy, KPMG, and Public Sector chief executives)
- I have conducted a review of internal IPAA procedures and policies (2008)

**2008-current2009** **PRIMED Change Consulting** **[www.primed.net.au](http://www.primed.net.au)**

*Sydney based company specialised in change management consulting that brings together a unique and powerful combination of skills - psychology, politics and performance. Clients include organisations in the corporate, government and community sectors*

**Position:** **Change management consultant**

**Responsibilities and achievements**

- As a strategic analyst, I have delivered a number of change management projects for corporate clients such as CSIRO, Social Ventures Australia, Broadcasting Australia and NSW Maritimes. I have also provided organisational diagnostic and developed the strategic framework for change
- I have acquired a new corporate client
- I have contributing to the development of the change management methodologies used by the company

**PROFESSIONAL HISTORY – Overseas Europe**

1997 – ~~present~~2007 NET WORKING

[www.vivanetworking.com](http://www.vivanetworking.com)

Italian management consulting, education and research company, using a multidisciplinary approach that enables change in thinking models and behavioural patterns of organizations, improving their performances

Position: **Senior Management Consultant – Partner**

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Responsibilities and achievements

- I have project managed more than 50 organisational consulting projects (including change management, corporate training, strategic consulting, business process re-engineering, and ISO9000 quality systems implementation) across a variety of industries
- I had complete budget responsibility up to \$500k per project, and I exceeded by an average of 8% the profit margin goal on the consulting projects I managed
- I have sold an average of \$600k/year in management consulting services in the 2001-2006 period, achieving an 85% re-selling rate in the consulting projects under my direct management. I have also acquired 3 major multinational organisations as clients
- I have designed and delivered a number of cutting edge Learning & Development solutions and delivered a large number of seminars and workshops at executive level in various European companies and Business schools

Some relevant consulting projects (2001-2006)

Client	Industry	Projects
BÜRKERT GROUP	Fluid control System	Cross cultural management training for international executives (design and implementation)
BASELL	Chemical company (BASF-Shell Joint Venture)	Corporate training programs design
Various Italian CHAMBERS OF COMMERCE	Local government agencies regulating and promoting local economy	Business Process Re-engineering and Quality system development and support to change management and organizational effectiveness
ISUFI – Lecce University	Superior School – Lecce University	Organizational behaviour lecturer for the International School of Law and Politics
GENERALI	Insurance company	Design and delivery of training and coaching programs for line managers to support organisational change
LAMBORGHINI MOTORS (AUDI Group)	Car manufacturing	Internal communication processes redesign and Corporate training plans development
FAGIOLI	Logistics and freight-forwarding	Organizational and strategic consulting for HR and Training functions; Corporate training programs design and delivery
MANAGERITALIA	Professional association for corporate executives	Organizational and strategic consulting enabling organizational change
MDBA	Missile systems	Organizational and strategic consulting for HR and Training functions; design and introduction of the Training Manager role
POSTE ITALIANE	Mail and logistics (Italian postal service)	Organizational consulting and Training for the National change management project support involving more than 150,000 staff members
PROFINGEST	Business School	Post graduate lecturer on the subject of Organizational Behaviour Corporate trainer in change management and organisational development
SELEX SI (FINMECCANICA Group)	Systems for defence and air traffic management	Organizational and strategic consulting for HR and Training functions; design and introduction of new matrix organisation to manage Learning and Development

## Curriculum vitae

02/1992 – 01/1997 C.O.Gruppo

[www.cogruppo.it](http://www.cogruppo.it)

Italian management consulting and research company, specialized in the field of public sector organizations governance

Position: **Junior Management Consultant (1992-1994)**  
**Management Consultant (1994-1997)**

Responsibilities:

- Worked with a team of professionals and the Team Leader through regular progress meetings to provide consulting and research services in the field of organizational development and organizational strategy for large public sector organizations
- Managed clients relationships to interpret customer needs
- Conducted seminars and workshops as trainer/coach
- Prepared and reviewed project reports for quality, timeliness, and compliance with contract requirements, providing feedback to the project team;

## PUBLICATIONS

Marco Berti et Carlo Romanelli, *Lavorare in rete per lo sviluppo delle economie locali* [Building organisational networks to support local economies] Maggioli Editore, 2006

The book presents a 10 years long project ("Chambers Network Project") which resulted in the creation of an organisational network among the chambers of commerce of Emilia Romagna that allowed the sharing of corporate services and the implementation of organisational benchmarking activities.

## PERSONAL DETAILS

Education | **Master degree in Political Sciences with major in Organization and Business Administration** at Bologna University, 1990

Other languages | Italian (native); Spanish (social); French (basic)

Personal | Australian and EU passports

Other activities | Since 2009 member of the Board of Directors and Company Secretary of Italian Forum Ltd, a not for profit association managing a Theatre and Cultural centre in Leichhardt, NSW

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## REFEREES

**Ms. Margie O Tarpey**  
CEO – National Maritime Safety Committee (former IPAA NSW CEO)  
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