

Guido Paolo RIDONI

Present and past positions

Since 1999

Guido Paolo Ridoni is a trainer and a consultant, co-director at Challenge Learning Italia.
He lectures on Organizational Behavior at the Scuola Superiore S. Anna and at the University of Pisa.

Guido has designed and delivered management training interventions in some 100 organizations, in Italy and abroad, in corporate and government sector, among which recently: *ENEL (about 2500 people in Italy, Romania, Spain, Brazil, Slovakia), Unilever, Seat Pagine Gialle, Thales Aerospace, Telecom-Olivetti, Vodafone, Fiat, Varta, Usag, Rai-Sipra, Alenia-Aermacchi, Pininfarina, Balfour Beatty, Johnson Electric, CERN, World Food Program, many Italian Hospitals.*

Guido's consulting and teaching focuses on leadership development, team performance, organizational change;

His main interests are the impact of managers behaviour on employees performance, the consequences of cognitive biases and mental maps on decision making, the management of change in companies.

His article "Management e Formazione" has been published by the scientific Review Aut-Aut in 2005

He has designed and delivered training programs in English, French and Spanish for executive teams, middle managers and employees from different sectors and nations.

Guido lectures on Organizational Behavior since 2001 at the S. Anna School of Advanced Studies of the University of Pisa in several undergraduate, master and executive programs, among which:

- Executive Master in Healthcare Management
- MBA Master Mains
- Master in Human Rights
- He created the ARDE Program where students meet and dialogue with organizational leaders

Other Institutes Guido collaborates with are:

- *European Civil Protection: Community Mechanism Introduction Course (9.8 / 10 average evaluation 2010-2016)*
- *Università degli Studi di Pisa, Executive Master in Healthcare Management (9.9/10)*
- *SIAF International School for Advanced Education, Volterra,*
- *UN-Carabinieri: Centre of Excellence for Stability Police Units, COESPU, Vicenza*
- *Presidenza del Consiglio dei Ministri, Scuola Superiore di Pubblica Amministrazione, Rome*
- *Accademia Italiana di Economia Aziendale*
- *Università di Palermo*
- *Rotary Toscana, Leadership Program*

1996-1999

- Assistant to the HR Director at Alpine Ski World Championship, 1997, Sestriere, Italy
- Team leader VIP service at Football World Cup, 1998, Paris, (awarded for outstanding result)
- Attaché of Italian national delegation at World Athletics Championship, 1999 Sevilla, Spain

Studies

- 2011 University of Cambridge UK, Judge Business School, Leadership Executive Program
- 2001 University of California Irvine, graduate full semester course in Organizational Behavior (A+)
- 1990-96 Laurea 110/110 cum laude in Philosophy, thesis in Cultural Anthropology, Turin University
- 1993 University of Barcelona, nine month exchange Erasmus program (all exams with honors)

Languages

Italian, mother tongue; *English, French, Spanish*, fluently spoken and written

Some clients and students' feedback

Pascale Goy, Director Learning and Development at CERN Geneva

I hired Guido as one of the Challenge Learning trainers/facilitators to deliver training sessions on performance management at CERN. This campaign was particularly sensitive as it had to be delivered to the staff as a whole and referred to a challenging organizational process.

In each of the training sessions, Guido demonstrated an indefectible enthusiasm which was a real asset to catch people attention and break the ice in conflicting situations.

Guido is a full fledged expert in leadership and organizational culture.

His knowledge of the subject was key to the success of these workshops and his creativity to cope with unpredictable behaviours was amazing.

In addition, he naturally displays all the features of a great leader when in presence of a big audience.

It was a privilege to count him as one of our trainers.

He really did a fantastic job and I would have no hesitation to hire him again.

Claudio La Rosa, MBA at Columbia University, Senior associate at Rhone Group London

I had the opportunity to attend Guido's lessons twice, I think I have few times met a teacher as experienced, charismatic and skilled as he is. I really learned a lot having him as a teacher.

Nicole Hoagland, Project Coordinator at IOM International Organization for Migration

I had the privilege of participating in a leadership seminar coordinated by Guido this past month. I was incredibly impressed with his capacity to not only explain and contextualize key leadership traits, but to actively engage seminar participants in the entire process, inviting us to think critically about our personal characteristics and to analyze our own behavior in team environments.

'Learning by doing' is often an over-quoted phrase, but Guido truly puts this into practice and facilitates a process of self-reflection and self-improvement, providing participants with new tools to become more effective (and respected) leaders. He is a great facilitator, creatively involved in his teaching and continuously providing constructive and targeted feedback through practical exercises - a fantastic example of a someone who knows not only how to build and lead teams and but to do it well!

Giovanni Bavestrelli, Software Engineering Director, TENOVA Spa

I had the pleasure to work with Guido during an intensive 2 day management training session with my colleagues. I was very impressed by his expertise as a trainer, his careful observations and insightful recommendations. I would highly recommend him as a trainer for any organization wanting to challenge, inspire and help its managers to grow professionally and personally.

Paolo Pugliese, Sales Director at BNL-Paribas

Guido acts with high expertise, deep culture and education and a great ability in human relations.

Gen. Luigi Bruno, Operational Planner at EEAS/CPCC-CoS Division-Operational Planning Section, European External Action Service

I had the privilege to see Guido at work at the Centre of Excellence for Stability Police Units (CoESPU) in Vicenza (Italy) where he organized and conducted a 1-day seminar on "cultural awareness and group dynamics" within a course on "Multinational Specialized Units" organized by NATO and the Carabinieri General Headquarters.

He managed lectures and working groups in a very professional manner, capturing the interest of all 30 students (senior police and military personnel) coming from 17 different countries in Europe, Americas, Africa, Middle East and Asia.

Guido is a very experienced person, with excellent communication skills, international perspective, clear determination, reliable, positive human touch and sense of humor. He works well with colleagues and clients. It was a great opportunity to work with him at COESPU.

Silvia Di Girolamo, Business Analytics & Strategy Senior Consultant, IBM Global

Great teacher, he works with passion and motivates his students. I learned a lot not only from his lessons but also from him as a person.

Claudio Francavilla, EU Advocacy Associate at Human Rights Watch

I had the privilege to attend Guido's team-management lectures, and I am astonished by the quantity of skills one can learn spending just few hours with him. During and after his classes one feels "positively shocked", realizing how many behaviours, even though often suggested by common sense, are clearly inefficient and counterproductive, and actually understands how a team should properly and effectively be managed.

I can hardly imagine a better teacher on the topic.

Chiara Busnelli, Training Director, S.S.S. Anna of University of Pisa

"The first time I met Guido was about ten years ago: he was the trainer and I was the trainee, together with a group of colleagues, in an off-site Management course. It's now more than ten years that Guido continues surprising me: - for his outstanding profile - for his highly professional performances- for he's wide minded, creative, constantly updated - and deeply committed to the job. Guido is the trainer who makes the difference, when you want to foster leadership Effectiveness, in any kind of organization."

DICHIARAZIONE RELATIVA A CARICHE, INCARICHI E ATTIVITA' PROFESSIONALI

Art. 15, co. 1, let. c), del D.Lgs. n. 33/2013

DICHIARAZIONE SOSTITUTIVA DI ATTO DI NOTORIETA'

(ex artt. 46 e 47 del DPR n. 445/2000)

Il sottoscritto RIDONI GUIDO PAOLO
nato a
....., con attività professionale di
....., presso

- consapevole delle sanzioni penali previste dall'art. 76 del DPR n. 445/2000 per le ipotesi di dichiarazioni mendaci rese nella presente dichiarazione;
- preso atto che la presente dichiarazione sarà pubblicata sul sito web dell'Arma dei Carabinieri,

DICHIARA

- di svolgere i seguenti incarichi presso enti di diritto privato regolati o finanziati dalla Pubblica Amministrazione:

N.	DENOMINAZIONE DELL'ENTE	INCARICO RICEVUTO
1	/	
2		
3		

(sbarrare la tabella in caso di assenza di incarichi)

- di ricoprire le seguenti cariche presso enti di diritto privato regolati o finanziati dalla Pubblica Amministrazione:

N.	DENOMINAZIONE DELL'ENTE	INCARICO RICEVUTO
1	/	
2		
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(sbarrare la tabella in caso di assenza di incarichi)

- di svolgere le seguenti attività professionali presso enti di diritto privato regolati o finanziati dalla Pubblica Amministrazione:

N.	DENOMINAZIONE DELL'ENTE	INCARICO RICEVUTO
1	/	
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(sbarrare la tabella in caso di assenza di incarichi)

Dichiara inoltre di essere informato, ai sensi e per gli effetti di cui all'art. 13 del D.Lgs. 196/2003 e del GDPR (Regolamento UE 2016/679), che i dati personali raccolti saranno trattati, anche con strumenti informatici, esclusivamente nell'ambito del provvedimento per il quale la dichiarazione è resa e che saranno oggetto di pubblicazione, ai sensi dell'art. 53 del D.Lgs. n. 165/2001 e artt. 15 e 18 del D.Lgs. n. 33/2013 e s.m.i., sul sito istituzionale www.carabinieri.it alla sezione "Amministrazione Trasparente" e sul Portale "PerlaPA" (www.perlapa.gov.it) del Dipartimento della Funzione Pubblica alla sezione "Anagrafe delle Prestazioni".

Data 11.10.19

**ATTESTAZIONE DELL'AVVENUTA VERIFICA DELL'INSUSSISTENZA DI SITUAZIONI,
ANCHE POTENZIALI, DI CONFLITTO DI INTERESSI**

Art. 53, comma 14, del decreto legislativo n. 165/2001

Ai sensi dell'art. 53, comma 14, del D.Lgs. n. 165 del 30 marzo 2001 "*Norme generali sull'ordinamento del lavoro alle dipendenze delle Amministrazioni Pubbliche*" così come modificato dall'art. 1, comma 42, lettera h) e d), della Legge n. 190 del 6 novembre 2012 "*Disposizioni per la prevenzione e la repressione della corruzione e dell'illegalità nella Pubblica Amministrazione*",

SI ATTESTA

che, sulla base di quanto dichiarato da Guido Paolo RIDONI, non sussistono situazioni, anche potenziali, di conflitto d'interesse per il conferimento dell'incarico di docente corso CPM25, salvo eventuali ulteriori accertamenti.

Data 11/10/2019.

IL CAPO SERVIZIO AMMINISTRATIVO
(Magg. amm. Domenico Menna)