

SUSTAINABILITY

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The time when companies take responsibility for defining strategies, organizational processes and messages - functional not only to their own prosperity, but also to the communities in which their stakeholders live - **can no longer be postponed.**

For this reason, **Skills Management Group** gives importance to the enhancement of collective thinking and the connection between the different functional areas of the company.

In particular, this guiding thought of ours is reflected in the areas of:

Organizations & People

to enhance the human heritage and use opportunities offered by technological developments;

Corporate Communication & Brand Identity

to support brands in discovering and telling their story and their roots;

Sustainability

to support companies in building sustainable change strategies.



AREAS OF INTERVENTION

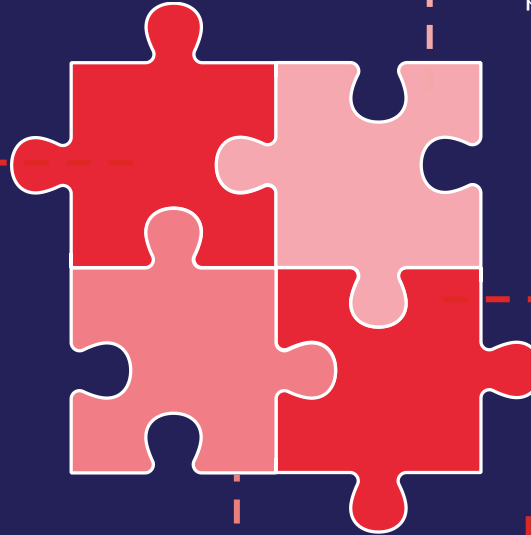
We are able, through our partner Nemeaservizi, to support the financial viability of projects related to the three areas.

INSTITUTIONS/PUBLIC OPINION

- U.N. Global Compact
- 2030 Agenda for Sustainable Development (SDG'S)

MARKET/ CUSTOMERS

Increasing attention to the choices and behaviours of companies with feedback on purchasing decisions



NORMATIVE

- Increasing regulation on the various areas of sustainability management and communication
- Circular Economy
- ESG policies (environment, social, governance)

INVESTORS

Direct investments in companies that put sustainability into practice as a guarantee of greater results

SCENARIO

THE MAIN SOURCES OF PRESSURE

**POLICY ESG,
RESULTS REPORTING
AND POSSIBLE REORIENTATION**

Sharing guidelines, results/progress measurement, data analysis by defining new objectives

**HOW TO UPDATE OBJECTIVES
WITH EFFECTIVENESS AND RELIABILITY**

**COMMUNICATION AND
ENGAGEMENT PLAN**

Changing organizational behaviour through awareness, empowerment, involvement and activation capacity

**WHICH TOOLS TO ACTIVATE PEOPLE
HOW TO SUCCEED**

**STAKEHOLDER LISTENING AND
DEVELOPMENT OF SUSTAINABILITY
OBJECTIVES**

Organizational strategy, desired culture, specific objectives

**WHICH BEHAVIORS WE CAN / MUST
ACT
WHAT WE WANT TO BECOME**

MONITORING AND GUIDANCE

Identification of INDICATORS and "dashboard guide" of the project

**WHICH INDICATORS TO MEASURE
THE PROJECT ALONG THE WAY**

LEADERS AND ACTION STRATEGIES

Macro lenses, AS and IS diagnosis, definition of "TO BE"

**HOW WE ARE TODAY
WHERE WE WANT TO GO**

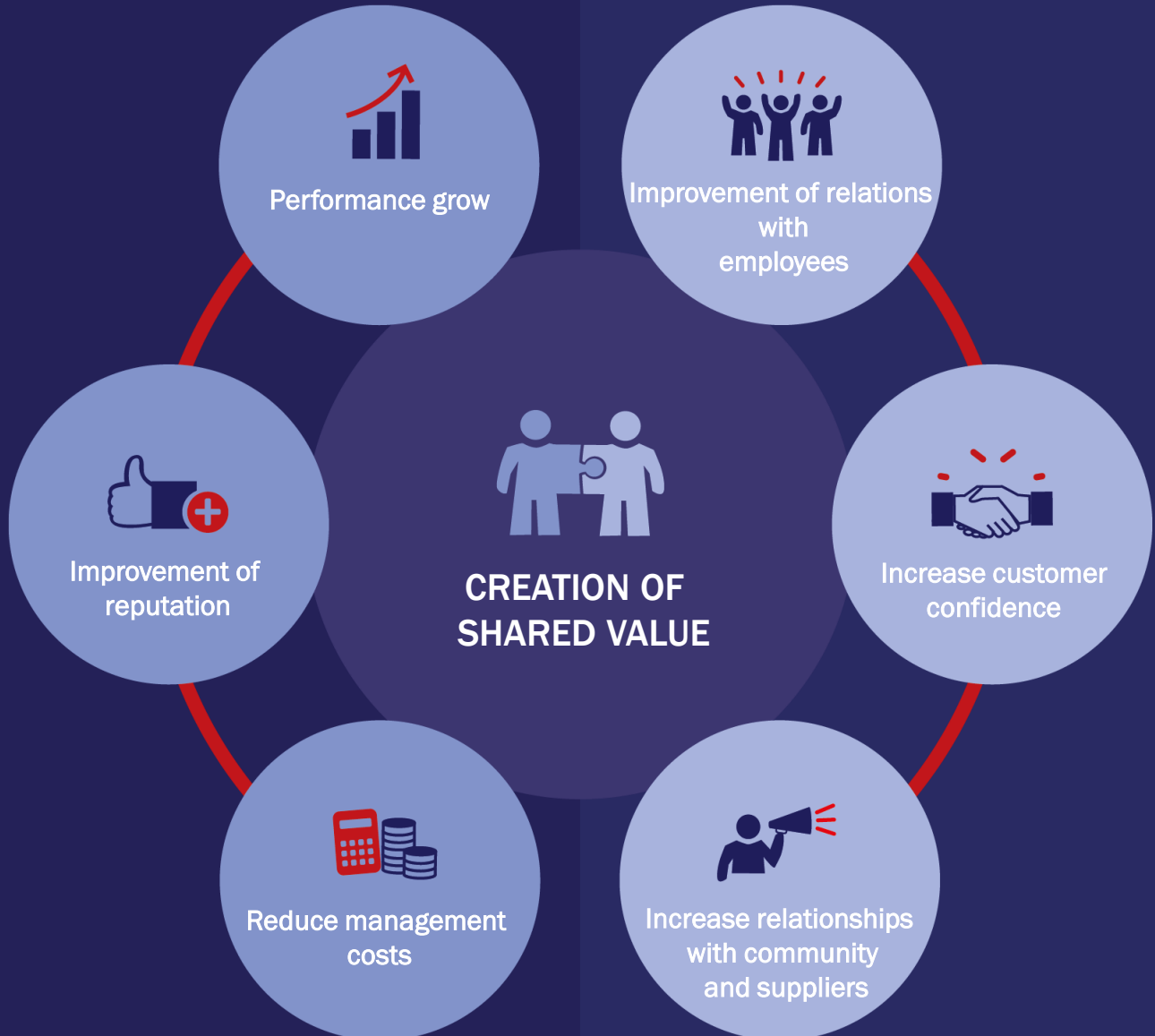


OUR APPROACH

OUR MODEL

COMPANY
AND ECONOMIC VALUE

SOCIAL AND
ENVIRONMENTAL
VALUE





FLASH AUDIT

We analyse, in a quick and synthetic way, the main "aspects" of corporate sustainability



STRATEGIC AND MANAGEMENT CONSULTING

We support organizations in the process of integrating sustainability by combining the business model with the principles of the circular economy.



ENVIRONMENTAL IMPACT

We assess the risks and plan the necessary actions to trigger the right synergies and the right behaviours.



TRAINING

We develop and spread the culture of sustainability to ensure consistency in behaviours and participation in changes.



REPORTING

We build KPI systems integrated with MBO and Management Control, up to the drafting of the Sustainability Report.



COMMUNICATION

We create content to tell, amplify and enhance the results achieved on sustainability in order to increase the reputation.

WHAT WE DO

Our Services



GIUSEPPE MARIA CHIRICO

*Associate Partner
Skills Management Group*



ALESSANDRA FORNASIERO

*Partner
Skills Management Group*



NICOLA LONGO

*Associate Partner
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ALESSANDRO GIANNI

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RICCARDO BARALDI

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MARTA FORNASIERO

*Reputational Communication
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PEOPLE



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