

Silvana Dini

Business Coaching Psychologist



Overview:

Silvana fosters and supports the leadership development and the self-efficacy of executive managers, entrepreneurs, managers and key people developing 1to1 and team coaching programs, shadow coaching sessions, peer to peer coaching programs. Thanks more than 30 years experience both in Multinational Companies and in Management Consultant firms she brings a blend of Board level business experience, organisation development, multicultural culture, M&A issues and psychology to inform her coaching, training and coaching supervision practice.

Silvana is Co-founder and Steering Committee member of SCP Italy (Society for Coaching Psychology Italy), Honorary Vice president & Fellow of International Society for Coaching Psychology (ISCP); Co-director of The Organizational Coaching Psychologist – 300 hours Course (Italy, Rome).

Representative Client Engagements:

- Numbers more than people, independent and action oriented, high level of performance. A Business Area Director at a big multinational pharmaceutical organization faced with high level of stress, a disengaged management team and a high turnover within the teams. Focus on building trust relationships, work alliance and listening skills.
- A very fast career for a young MD at a Healthcare Company coping with the big challenge of a strategic M&A. Developing awareness of personal and professional strengths and weaknesses. Facilitating and developing personal leadership, management and communication style.
- A CEO and owner of a GDO & Retails organization was disappointed by the lack of responsiveness of his five Directors. Focus on delegation, succession plans and leadership style



Areas of Expertise:

Individual and Team coaching, Peer to Peer coaching, Shadow coaching aiming to:

- Lead and manage changes and transitions issues effectively
- Leading in VUCA environments
- Improve performance of the Board and Management teams
- Improve performance of perfectionist leaders in decision making, no procrastination, delegation
- Develop and reinforce resilience, mindfulness, work-life balance
- Recognize personal performance interfering beliefs/demands and transform them in performance enhancing beliefs/demands
- Build empowered and effective teams
- Enhance awareness on personal emotional reactions and consequent relational impacts

HR Coaching Programs Leader as Coach Programs Coach and coaching psychologist supervision

Client Types/Levels of Experience:

Directors, MD, Senior Executives and Board Members, Entrepreneurs; People manager, Key people and new manager; HR Director and HR Unit members.

Industry/ Functional Experience:

Telecommunications, Pharmaceutical,

Healthcare, Services, Insurance, Media, GDO & Retail, Utilities.

Representative Clients:

Merck Serono, Ericsson, Atradius, Po Valley Energy, Fratelli Zangrillo, Donawa Lifescience Consulting, CEPAS Certificazioni, Acque Veronesi, Gruppo Maiorana, Rai, Médecins sans Frontières, Endesa Italia, Rotary, Poste Italiane, Project Management Institute, STOA', Serioplast, INPS, UNHCR, Decabo, Group Théradiol.

Cultural/Multi-National Experience:

Coaching Italian expats managers in EMEA area

Professional/Corporate Experience:

- Coaching Psychologist & Management Consultant
- Co-director of the Business Coaching Psychology Course (Consorzio Humanitas & SCP Italy)
- Ericsson Lab Italy, People, Culture and Communication Director
- Manpower, Operational Director
- Management Consultant, Assessor, Trainer
- MTA/SHL Italia, HR senior Consultant
- Studio Staff, HR Consultant
- FS, HR Specialist

Training and Education:

- Business Coaching Diploma (SCOA, 2008)
- Coaching Supervision Diploma (UNDICI, 2014)

- Team Coaching training
- Regular practice of supervision

Professional Affiliations:

- Co-founder & Steering Committee member of Society for Coaching Psychology Italy (SCP Italy)
- Honorary Vice President of International Society for Coaching Psychology (ISCP)
- Registered Coach of International Regulator of Coaching and Mentoring Register (IRCM)
- Member of the UNI Coaching Working Group as SCP Italy representative
- Member of European Research Network 'Coaching and Wellbeing for Individuals, Work and Society

Certifications:

- ISCP Accredited Coaching Psychologist & Fellow (MISCPAccred & FISCSP)
- SCP Italy Accredited Coaching Psychologist
- ISCP Accredited Coaching Supervisor
- Coaching Services are compliant with UNI 11601:2015 (Cepas Certificate n1/2016)
- DMC (Dynamics Conflict management) certified (2016)
- Registered Organizational Psychologist (National Register of Psychologists, 1990)
- Ability Test & Personality Questionnaires SHL/CEB user
- Professional indemnity insurance status: Current, renewal date 2020-10-31