



Dr. Gianfelice Rocca

Born in Milan March 2 1948

Chairman, Techint Group of Companies

Vice President, Confindustria

After graduating from the University of Milan with a degree in physics, Gianfelice Rocca completed his studies at Harvard Business School in Boston.

He joined the Techint Group in 1974 and in 1981 he was appointed managing director of Techint SpA with sole responsibility for the company's activities in Europe and Mexico. In 1997 he became president of the holding company owning the Techint Group.

The Techint Group is a world leader in steelmaking, energy and infrastructures, working with more than 100 companies the world over, controlling assets worth more than 26 billion dollars, and employing 60,000 people. The principal companies in the group are Tenaris, a world leader in the production of steel pipes and a supplier of related services for the petroleum and natural gas, automotive and large-scale plants industries; Ternium, a leader on the American continent in the production of flat steel products; Techint E&C, concerned with design and construction of electrical power stations, pipelines, petrochemical plants, transmission lines and large-scale infrastructures; and Tenova, a world-wide steelmaking technologies company concerned with exploration, extraction and distribution of oil & gas in Latin America.

Alongside industry, the Group started working in healthcare in the 'nineties. Gianfelice Rocca founded Humanitas, the clinical institute of which he is president. Humanitas is a case chosen for study by Harvard Business School students and is the first polyclinic in Italy to be accredited by Joint Commission International. This hospital is flanked by a research and teaching centre employing Italian and international scientists which hosts the University of Milan's degree programmes in medicine, surgery and biotechnologies.

Gianfelice Rocca is vice president of Confindustria, where he is responsible for Education. He sits on the board of a number of companies.

At the international level, he is a member of the Trilateral Commission, Harvard Business School's European Advisory Board, the Aspen Institute's executive committee and the Advisory Board of the Allianz Group.

“Project Management of human resources in a globalised group”

Quality human resources are becoming increasingly rare and expensive, just like energy and raw materials. A highly globalised international group with more than 60,000 employees therefore needs to plan its resources and their training sufficiently in advance on the basis of its strategic development requirements. For a number of years the Techint Group has had a policy of hiring talented young people on the basis of a curve which anticipates growth in the group's lines of business and draws on the cultural diversity of the countries in which the Group works.

A strong focus on local culture and a global business strategy requiring managers who have attended post-graduate programmes in an international context are the two key aspects or goals of the human resources project.

This way of proceeding permits preparation of training plans to ensure that the Group has well-prepared, strongly motivated human resources at its disposal exactly when they are required by its business plans.