

PEOPLE AND CULTURE



INNOVATION IS A MINDSET.
ZAMBON DIGITAL SCHOOL TO TRAIN
OUR INNOVATION MINDSET

“BECOMING GLOBAL” MORE THAN 50%
OF ITALIAN STAFF INVOLVED

UP-DAYS AND Z-GEN PROGRAM:
WE INVEST ON TALENT

BENVIVERE

“Benvivere” is an international programme devised to “take care” of Zambon staff worldwide. Its main aim is to improve their quality of life and work environment.

For the past 12 years, Benvivere has portrayed our way of being and experiencing the Company as a place of personal and professional growth that nurtures a sense of belonging.

To encourage interaction among colleagues, and promote creativity, we provide services and more comfortable common spaces and offices.

In 2018, we worked on improving our well-being services, focusing on healthcare and prevention by organising medical check-ups for skin cancer, osteopath and nutritionist appointments.

EVOLVING TOWARDS EXCELLENCE THANKS TO OUR PEOPLE

2018 was characterised by great achievements and exceptional accomplishments that we attained thanks to the expertise, passion and drive to excel that distinguishes Zambon’s people.

To ensure the fulfilment of our business goals, we reinforced and finalised the organisation of our HQ and of our local branches. We strengthened our Global function by hiring people with international experience, whilst also investing in the development of our internal staff. In Europe, we grouped mid-sized countries creating a Cluster – both enhancing their important input in business strategies, and creating opportunities for professional development.

In 2018, following the deal with AstraZeneca for the distribution of Fluiimucil® ampoules in China, Zambon devised significant investment plans for the Vicenza plant that would be supplying the Chinese market.

We professionally trained young school and college graduates whilst implementing a “lean manufacturing” approach by revising our organisation and production process.

To allow us to concentrate on other core products, we undertook a global review of the organisational layout of our branch in China that involved

both the sales network and the branch itself.

The second edition of “Up-Days” allowed us again this year to invest in our own Talents. 15 young members of our staff from different Zambon Countries were involved in this project and attended the “World Business forum 2018” promoting – through activities of training and engagement – Zambon’s Leadership motto: “Be brave!”.

We set-up “Z-Gen” a 24 month programme with three different assignments in strategic areas for the Group, one of which is international, in order to retrieve the best talents out there. In 2018, we hired three young staff members in Global Marketing, Open R&D and Medical Department.

In 2018, we worked on “Digital Transformation” through the creation of a Manifesto, which focused on three main areas of development for digital projects.

The key element of “Digital Transformation” is the “Digital School”, a learning “gym” to train the digital capabilities and mindset of all Zambon staff.

There are four different paths – with different levels of complexity – several types of learning and an accelerator that supports ideas of innovation. A digital check-up

assesses the appropriate path by mapping digital readiness and lateral thinking.

Gamification Dynamics make the training experience engaging, and – exactly like in a gym session – you can choose your own level of effort.

The Digital School is part of the foundation of the Corporate Academy “Zambon Learning way” that in 2018 focused on the Company’s cross-sectional skills. In order to become a multinational Company made of International professionals, we have set-up a linguistic proficiency programme called “Becoming Global”, which in 2018 has – on average – improved by 2 levels the language skills of 50% of our staff in Italy.

Likewise, our commitment to invest in key technical competencies is growing, registering an average of 2 days of training per person.