

FEDERICA SBRENNA

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HUMAN RESOURCES SPECIALIST | EXECUTIVE COACH

Passionate and insightful professional with 20 years and extensive education in human resources management, talent development, and executive coaching. Expertly evaluates organizational needs in order to identify key areas for improvement or development, building targeted competencies among diverse and cross-functional personnel in order to maintain high-performing and dependable talent bases. Coordinates closely with stakeholders and employees of any level, leveraging cross-cultural experience to empower teams and organizations in North America and globally through proven techniques and growth strategies.

CORE SKILLS & COMPETENCIES

- Leadership & Development
- Performance Management
- Professional Growth
- Career Planning
- Training Programs
- Relationship Building
- Executive Coaching
- Work Culture Development
- Hiring & Recruiting

PROFESSIONAL EXPERIENCE

Spanish Language Leadership Facilitator | Conscious Business Coaching Plus | Online Classes **Nov. 2018 – Present**
Executive Coach | Self-Employed | USA/International **Jan. 2017 – Present**

Provides insightful and targeted executive coaching to build self-awareness and competency in aspiring professionals, enabling growth and achievement across all areas of personal and professional life. Empowers clients at various levels of diverse industries to set, manage, and achieve specific goals and milestones with dependable results.

Selected Accomplishments:

- ✓ Provided continuous support and coaching to build competencies and confidence in communications executive at a leading UK power & gas company), **empowering client to plan and launch independent company.**
- ✓ **Facilitated complete turnaround in client confidence and professional stability** through targeted growth plan. **Enabled client to achieve goal of building work-culture publications from blog to magazine**, building professional network and credibility with media agents, and receiving and financial backing from private and public institutions.
- ✓ **Successfully empowered management client to forge powerful professional relationship with leadership** while improving balance in personal and professional life towards increased performance and stability.

Key Responsibilities:

- Evaluates client needs, aiding self-directed journey by clarifying clients' goals in order to structure detailed and effective plans and strategies for growth and professional development. Creates directed growth strategies and action plans to spur client development across personal and professional areas necessary to achieve goals.
- Targets areas of competency development and growth including teamwork, coordination, time management, communications, relationship development, work/life balance, emotional intelligence, problem solving, self-awareness, executive decision-making, networking, and goal setting.
- Builds client confidence and self-awareness to enable ownership of goals and growth. Provides insight into additional resources and training to expedite achievement of specific milestones and professional goals while maintaining work/life balance. Coordinates with clients internationally by leveraging cross-cultural acumen.

HR Manager | Italiana Costruzioni SpA | Rome, Italy

Feb. 2008 – Apr. 2011

Managed human resources lifecycle and development in construction and engineering firm with locations in Milan and Rome, increasing staff cohesion and team performance across variety of professional functions. Led competency and knowledge-expanding projects to build organizational performance and solidarity.

PROFESSIONAL EXPERIENCE (CONTINUED)*Selected Accomplishments, Italiana Costruzioni SpA:*

- ✓ **Dramatically improved communications and collaboration between sites in Milan and Rome** by planning and managing communication projects, including the creation of an intranet and a 3-day convention. Coordinated vendors, contractors, and entire project lifecycle to create events, improving teamwork and cross-functional relationships between employees and managers, increasing connections between the locations.
- ✓ **Supported development of internal HR infrastructure** to streamline development of new talent management, hiring, performance management, and training procedures.

Key Responsibilities:

- Defined and executed leadership and development strategies to increase competency and performance of professionals in administration, engineering, management, finance, accounting, and procurement. Established clear goals, tracking progress through continuous employee feedback and metrics.
- Coordinated closely with executive leadership to identify organizational needs and pain points, creating targeted solutions including teambuilding projects, compliance audits, health and safety management, skills clinics and programs, and communications training.
- Facilitated and talent selection process from end-to-end, conducting entire recruitment and hiring cycle to build high-performing teams internally for diverse operational needs. Supported leadership through staffing resources and hiring-needs evaluations. Supported employees to develop competencies and talent throughout employment.

EARLIER NOTEWORTHY EXPERIENCE

HR Specialist Finsiel, Almaviva Group Rome, Italy	June 2005 – Jan. 2008
Recruitment & Training Specialist Finsiel, Telecom Italia Group Rome, Italy	Apr. 2002 – June 2005
Recruitment Specialist Telesoft, Telecom Italia Group Rome, Italy	Oct. 1998 – Mar. 2002

EDUCATION

Master of Human Resources Development | Roman School of Work & Organizational Psychology | Rome, Italy
Bachelor of Russian Literature & Language | University La Sapienza | Rome, Italy

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Caliper Assessment Tool Certification Caliper Management	Oct. 2018
Brain-Based Coaching Certification NeuroLeadership Institute	June 2018
Conscious Business Coaching Certification Conscious Business Center by Fred Kofman, VP LinkedIn	Dec. 2017
HR Core Competencies Telecom Italia Learning Center-Italy	May 2005
Aptitude Tests Recruitment Certification MTA-SHL Italy	Oct. 2003

LANGUAGE PROFILE

English (Fluent) • Spanish (Fluent) • Italian (Native) • Russian (Intermediate) • Portuguese (Intermediate)