

Massimo Tammaro

Savona - Italy, 17 August 1968

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I consider myself a very lucky person, a dreamer!

I have always been working very hard for my team and for those persons close to me.

Driven by a very strong curiosity and willingness to learn, I have achieved all my objectives with humility, strong dedication, sense of duty, respect and loyalty.

My professional career began in the Italian Air Force Academy where I graduated; I went through Pilot training in the United States and I flew as Fighter Bomber/Recce and as an Instructor.

After that, in 1998, I joined the Italian Aerobatic Team, Frecce Tricolori, an autonomous Squadron representing Italian Army and supporting diplomatic and Italian industries around the world. I flew as Wingman and Formation Leader and finally I became Commander, the equivalent of a CEO role in a company.

In 2011 I joined Ferrari Spa as an Executive Consultant. I have been working in Formula 1 then HR, finally I became the Corporate Risk Manager until May 2017.

In 2015 I founded my own Company, the *MT - Meta Thinking "Thinking above, beyond, behind"*, and I am an Advisor, an Executive Coach, and a Global Speaker.

I've always been working in international, multicultural contexts dealing with any kind of people: Military, Diplomats, Statesmen, CEOs, and facing delicate situations ... even with Gheddafi!

Dynamic, I am into Corporate Strategy, Innovation and I love Art!

I like new challenges and I always strive to improve myself; thinking disruptive is my prerogative together with understanding and creating my own idea with full respect of everybody else's one.

Work Experience

Present

MT – META THINKING S.r.l.u. – Owner, Founder & CEO.

Lug. 2015 to date

My professional career and the extraordinary human experience, gained in the management of a team which carries out a critical activity, allow me to provide companies with advisory services, coaching as well as motivation training activities, based on real-life experiences which help create the ideal environment to produce change, high performance and innovation!

Advisor

Advisor on the following subjects: Corporate Strategy and Management, Change Management, Enterprise Risk Management, Corporate Culture and HR.

Executive Coach

Coaching is an instrument which helps people to find out the most adequate strategies to reach their own objectives such as: increasing potentialities connected to personal leadership; identifying the obstacles or limits of self management and our co-workers; directing leadership methods towards motivation and business efficiency through practical means.

Global speaker

Speeches on the following subjects:

Leadership, High Performance Team Management, Change Management, Risk & Crisis Management, Disruptive Thinking & Innovation.

Main clients are Universities, Banks and Industries such as:

Allianz Bank, G.B. ICCREA, Relevent Conference Montreal (Canada), IW Bank, Bosch, Sky TV, Giugiaro, Singapore FIX Conference, Banca Popolare di Milano, Business Day & Leadership Day Chelyabinsk Russia, RUSSIAN Business Forum (Mosca), LIXIL (Japan), UNICREDIT Private Banking, Renault Truck, LEO Pharma (Berlino), Augusta Westland, Thales Group, Fiat Industrial, Dassault Systemes/3DSolidWorks, Volvo, Volkswagen, Mercedes, Fiat, Ferrari, Hitachi, Magneti Marelli, Oracle, Sky TV, Remax, Olympus, Enel, Purina-Gr. Nestlè, Finish-Gr. Reckitt Benckiser, Abbott, Janssen-Cilag (Johnson&Jonhson), Edison, Unicredit, Intesa San Paolo/Banca IMI, Unipol, CREDEM, Generali Insurance, Reale Mutua Insurance, Ansaldo, Elettrolux, Indesit, Mondadori, Luxottica, Remax, Poste It., POLIMI Univerity, SDA BOCCONI, LUISS Business School, etc

REALE MUTUA INSURANCE

Delegate

Gen. 2012 to date

“In a mutualistic insurance company, with the stipulation of a policy it is acquired the membership status; therefore, all policyholders are also members of the Company. In the Reale Mutua Assemblies, whose estate is regulated by the Italian Civil Code, participates only a definite number of members (so-called Delegates), representing the universality of policyholders that are elected according to criteria established by the Company Statute.”

RE/ARTECASA S.r.l.

Founder & Owner

Gen. 2011 to date

Past experience

FERRARI S.p.A.

Corporate Risk Manager

Mar. 2013 to 2017

I have created, from zero, and I have been leading the Corporate Enterprise Risk Management function in Ferrari.

“Enterprise Risk Management consists of a structured and disciplined approach to align strategy, people, process, technology, and knowledge with the purpose of evaluating and managing risks, within its risk appetite, on an integrated basis, focusing on both protecting and enhancing value.

This approach should be applied in strategy setting and it is about risk mapping, impact (reputational, economic and operational) and vulnerability analysis, prioritization and mitigation of enterprise risks (Risk of the Strategy & Risk to the strategy) in order to prevent performance volatility and seize all the opportunities.”

I have been responsible for starting a Business Continuity Project, too.

“Business continuity encompasses a loosely defined set of planning, preparatory and related activities which are intended to ensure that an organization’s critical business functions will either continue to operate despite serious incidents or disasters that might otherwise have interrupted them, or will be recovered to an operational state within a reasonably short period. As such, business continuity includes three key elements and they are: Resilience, Recovery & Contingency”

Ferrari Corporate Culture Project

Gen. 2013 to 2015

My responsibility has been to coordinate all the instruments that can generate the desired Corporate Culture with special focus on “Corporate Culture & Identity” and “Research & Innovation”.

HR - Responsible Ferrari Corporate Academy Project

Feb. 2012 to 2013

Manager Consulting the Ferrari Formula 1 Team Principal

Mar. 2011 to 2014

I took care of many topics like Decision making process during the race, Logistic issues and Coaching.

Agrobresciano and Pordenonese BCC BANKS - Manager Consulting & Coach

Mar. 2011 - Dec. 2011

ALGRA S.p.A. – Manager Consulting & Coach

Mar. 2011 - Dec. 2011

ITALIAN AIR FORCE

Aug 2010 to Mar. 2011

Air Staff Vice President Aermacchi 346 phase-in working group
Air Staff III BRANCH - Chief of V Section "AEROSPACE INSTRUMENT PLANNING"

"FRECCIE TRICOLORI" – 313th Squadron A.A. – Italian Aerobatic National Team

Commander *2006 to 2010*
(Equivalent to CEO of a team of 120 people)
Representing Italian Army and supporting diplomatic relationship and Italian industries worldwide

Formation Leader and appointed COO *2004 to 2006*

Wingman and Project Officer (Freccie Tricolori Activities Project Management) *1998 to 2004*

Jet Pilot Instructor - 213th Squadron – 61 Wing Lecce ITALY 1997 to 1998

Combat Ready Pilot AMX Aircraft 1995 to 1997
Chief of Intelligence Section
132nd Fighter Bomber/Reccie 3rd Wing, Villafranca (Verona)

Additional Informations

Approximately 3,500 military single-seat jet flying hours.

Former Yugoslavia War Operative Missions

Experience in international, multicultural contexts dealing with Military, Diplomatic, Statesmen, CEOs.

Personally managed International Crisis representing Italy and held relevant media events - the most recent one was the Libya Case (2009) dealing directly with Colonel Gheddafi and his staff - and report to Italian Senate Commission.

Education

“Leadership Coaching Strategies”

Giu. 2017

Harvard University - Professional Development Programs. Division of Continuing Education.

MBA - TRIUM Global Executive MBA (ranked n°1 in the world by FT) - Graduated September 2015

Jointly issued by London School of Economics and Political Science, New York Stern University, HEC Paris

- London School of Economics and Political Science
 - “Business in the Global Political Economy”
 - Global Economy
 - Financial Reporting & Analysis
 - Quantitative Analysis
- New York Stern University
 - “Global Strategies & Finance”
 - Competitive Strategy
 - Foundations of Finance
 - Corporate Finance
 - Risk Management
- HEC Paris, New Stern University, LSE London
 - “Asia in the Global Market Place” – Shanghai Cina
 - Towards a New Asian Century
 - Capturing the China Opportunity
 - Financing New Venture in China
 - Practitioner Insight
- HEC Paris
 - “Marketing and Corporate Strategy”
 - Marketing
 - Corporate Strategy
 - Mergers, Acquisition and Alliances
- HEC Paris, New Stern University, LSE London – Chennai India
 - “Competing and Thriving in the 21st Century”
 - The Digital Economy
 - Using Technology to Create Strategic Options
 - Social Media & Digital Marketing
 - Negotiation
- HEC Paris
 - “Leadership & Innovation”

Finance for Senior Executives - Intensive Program
SDA Bocconi Milano

October 2012

NATO Defense against Terrorism Course

November 2010

NATO School - Oberammergau GERMANY

(Provide foundation knowledge of the global/regional threats of terrorism
- forms, resources, means and tools - as well as global, regional and national
effort in combating terrorism. Explain NATO Policy, doctrine and Means)

Corso Comando - War College - Florence – ITALY

2010

(Ministry of Defense - Management Master course on Juridical,
Disciplinary and Administrative Law applied to the Army.
Further studies on International Relations, International Law,
geostrategy, geopolitics and dealing with Media)

Corso Normale - War College - Florence – ITALY

2000

(Ministry of Defense - Master course for High Rank Officers.
Leadership and Strategic Analysis)

Crew Resource Management Course

1998

Pilot Instructors Training - 61° Wing Lecce – ITALY

1997

Electronic Warfare Course - TLP Program - Florennes – BE

1995

Fighter Pilots Operational Conversion Course.

1994

32° Wing Foggia - ITALY

Military Pilot Training – UPT

1993 - 1994

US Columbus Air Force Base – MS (USA)

Air Force Academy (Pozzuoli - Naples, Italy)

1989 - 1993

Corso Leone IV Ruolo Naviganti Normale PILOTI

Degree in Aeronautical Sciences

University of Federico II – Naples, Italy

Degree providing cultural and academic knowledge (humanistic,
socio-political, historical, scientific and technological) as well
as theoretical/practical training necessary to operate in position
of responsibility with regard to command, management and
coordination of complex organizations protecting strategic
interests and national security.

Language Skills:

Italian: mother tongue

English: fluent written and spoken

Honours

- NATO Medal for operations in ex Yugoslavia
- Silver War badge for Allied Force and Deliberate Force operations (Ex Yugoslavia)
- Syrian Arab Republic 1st degree Training Medal
- Russian Silver Medal for Aeronautical Merit
- Silver Military Medal for Long Air Navigation
- Silver Cross for Length of Service
- Commander of the Order of Lebanese National Cedar

Awards (some of them)

2005 - "King Hussein Memorial Sword"

Award-to Frece Tricolori for the Best overall Display. Received as the Formation Leader.
Royal Air Force International Air Tattoo - Fairford – UK

2007 - Award "Champion of solidarity"

Milan (13 directors of best-selling newspapers)

2008 - "Leonardo" Award-to "Frece Tricolori", "Italian Excellence in the World"

(Received the award, as the Commander, from the President of the Republic of Italy)

2009 - "Italian Excellence" Award

Milan from the Minister of Defense

Massimo TAMMARO