

## The experience of Anna

I'm **Anna** Parisi, I'm 33, originally from Puglia, but I've adopted Rome as my home. I'm the mother of an extremely sweet 2-year-old and work in HR for the Cattolica Assicurazioni Group within the Talent&Reward Unit. My motto has always been: "Change is never painful, only resisting change is".

### 1. How would you describe the HR project you were involved in?

Led by the Head of the Talent&Reward Unit and alongside two other colleagues, we designed the new performance evaluation process, in the aim of supporting the entire Group to achieve the objectives of the 2018-2020 Business Plan.

We digitalised the entire process, enabling our colleagues to become the true protagonists, even via smartphone.

In addition to multi-device compatibility, the process has other innovations including a training tutorial built into the platform; new organisational drivers that become a truly integral part of daily performance; there's the possibility to leave feedback for your own manager or request feedback from colleagues; throughout the entire year, it's possible to amend targets because the platform must effectively be responsive to business needs; and last but not least, the possibility to offer your own expertise to the Plan, even if it's not strictly connected to the role.

### 2. How has teamwork been important in reaching the targets?

Teamwork is the core competence of the entire project; teamwork has overcome the "confines" of the team and has involved all internal stakeholders.

The nicest thing was that within this teamwork, our colleagues – the end users – also contributed; through their feedback, we effectively found the way to improve together. That, in my opinion, is the true power of teamwork.

### 3. Did the project contribute to your ability to work in a team? How?

Absolutely, yes! This project improved my ability to work in a team. I admit that teamwork is very difficult: different people, contrasting styles, extremely diverse personalities all find themselves converging towards a single direction and finding a way to achieve the same goal together. It was tiring but it was also truly exciting. I had the chance to interact with many people, all very different from one another, but who had one massive thing in common: they all had something to bring to the table. What I learned thanks to this project was how to recognise that "something" and find a way to make it flow into the project.

Working in a team was fundamentally important and we would never have achieved such a result if we hadn't all worked together.

