

Title: The Return to Renaissance: a next generation of super employees

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Abstract (250 words)**:**
There is no single technology that will deliver "speed" or "innovation" as such.
Digital transformation is not only about tools and technology, is about people. But if people lack the right mindset to change and the current organizational practices are flawed, DT will simply magnify those flaws. The best combination of mindset, people, processes, and tools for a given organization it is key for success.
Every change starts with giving space to new thinking. After one thousand years of Middle Ages and nothing more to invent, here it comes the Renaissance, a period of enlightenment, a new way of looking at society, humans, religion and art.
The future of work will call for a return of the Renaissance figure: A person with many talents, interest and areas of knowledge and with the fusion of emotional and technical skills.
Here it comes the Digital Evolution and a next generation of super employees.
Hundred of years after the first Renaissance, we see cultures stuck in the Middle Ages all over the world, we see organizations stuck in an unwillingness to change. And this due to the fact that the human tendency is to choose safety (the known) over growth and value everywhere.
Instead of discarding new ideas, it might be a good to listen to new thinkers. Are we cultivating new thinking or do we keep the same old (and safe…) thinking alive? How can we create space for new thinking to arise in and then cultivate the ideas that show up?

Biography (100 words)

Massimiliano is passionate about IT, new ideas and new ways of thinking. He finds rewarding inspiring people and stimulate their creativity so to help them achieve their objectives. He sees IT not as an obstacle but as an opportunity to enable business and proactively contribute as a "Technology Innovator".
He leads the digital transformation within the Hartmann Group through a global and multicultural IT organization in step with the strategy of a multi-division-group.
Massimiliano has an MBA and has an extensive track record of building, standardizing and aligning IT organizations to achieve excellence, profitability and success in different industries.

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