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Part of &Forward Consulting Group

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# 01/ About us



## About us

Arethusa, is partner of its Clients, to maximise the value of the human capital, contributing to the sustainable profitable growth of their business, **today and tomorrow.**



About us

# Executive Search



With a consolidated experience in **Executive Search**, Arethusa is among the first Headhunting firms in Italy specialized in Middle and Senior Management.

Present on the market since 1990, it owes its success to the application of the direct research method (initially reserved for senior management roles) to any managerial level, and the ability to transversally follow various industries.

Through the years, the Executive Search service developed into Organizational consulting, People Performance Management, People Development e Change Management.

Our Clients, with whom we have been partnering for decades, on projects covering all organizational functions, are multinationals with HQ and subsidiaries in Italy, they lead in different sectors (FMCG, Retail, Industrial/ B2B, and Services).

Arethusa is member of Lense & Lumen Advisory Group, an international specialized in Executive Search.

About us  
**Our Values**



**Listening to our  
Clients needs &  
realities, Exclusivity,  
Confidentiality,  
Transparency,  
Ethics, and Humanity**

About us

**Our Clients' trust is proven by their highest satisfaction level through the years, in:**



### **Partnership**

A partnership that stems from the vicinity with our clients, the attention to the company culture, and the determination to reach the set targets



### **Competence**

The competence of our consultants, rich of the understanding of the business, given their senior experience in the business side, as HR Directors (CHRO) or Functional Directors.



### **Highest Standards**

The high quality standards of the services provided and the transparency in all the project phases.



# About us

Since 2024 Arethusa has become part of the **&Forward Consulting Group**, extending the services provided to their Clients, beyond Executive Search and Recruitment services, which remain their core services.

&Forward Consulting Group operates in different sectors (Industrial, Consumer Goods, Retail and Banking), with 50% of its business coming from abroad, divided equally between consulting services and business training.





# The Group

**&Forward Consulting Group** operates through 3 integrated practices, with expertise provided also to all Arethusa Clients.

## &Business

Business Strategy, development of Top-line (Omnichannel, Sales, CX & Journeys, Marketing, Positioning), as well as Operational & Managerial Effectiveness, and Business Training.

## &People

People Strategy, Integrated Processes and Tools, Organization Design, People Development and Leadership Training, and a consolidated experience in Assessment, Executive Search and Recruitment (with partners like Arethusa).

## &Innovation

Innovation Strategy & Culture, Digital Transformation & Integration (incl. AI), Financing & Grant consulting services, and Project Management to maximise the business potential across the value chain, enabling the business of their Clients to be future-proof.

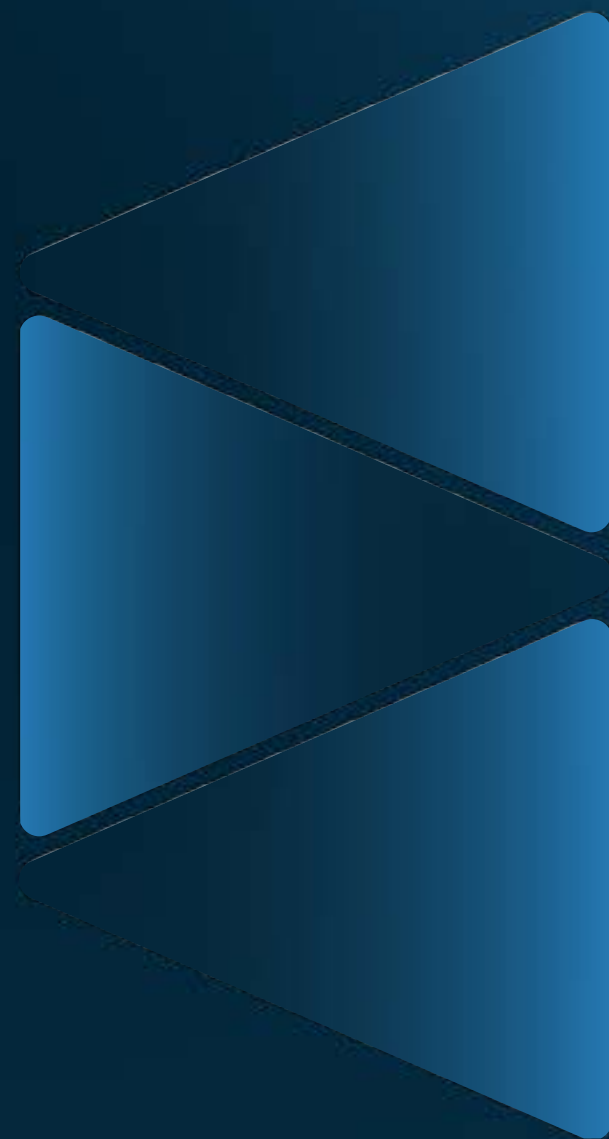
# 02/ What we do



What we do

# Executive Search & Recruitment Organisational Consulting People Development & Change



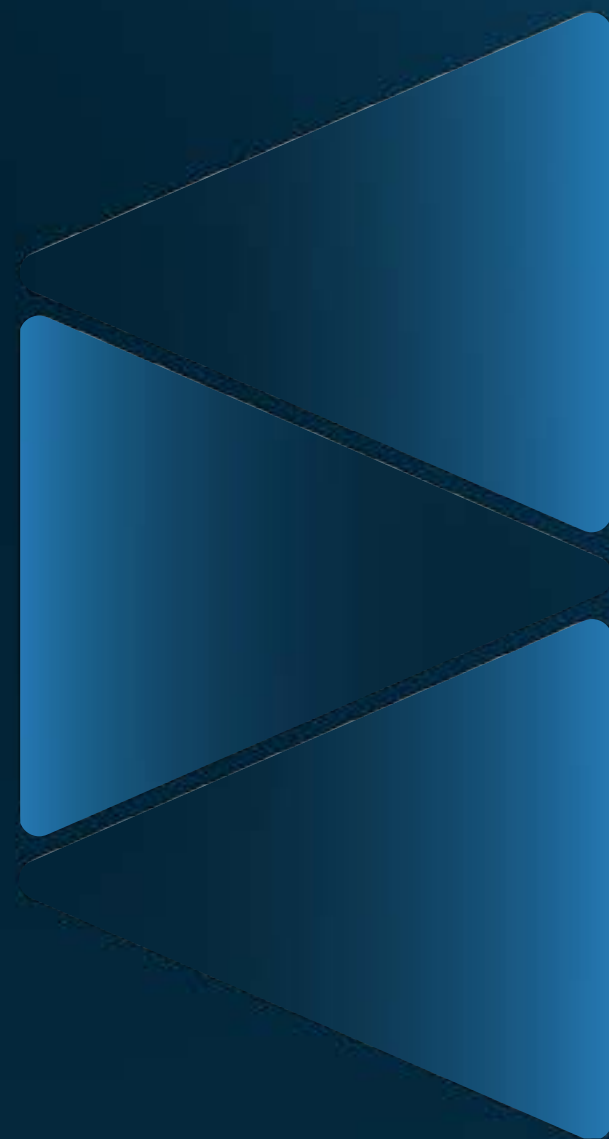


What we do



## Executive Search & Recruitment

- Understanding of our Clients' needs: Business and People Strategy, Cultural and Organisational context, Expected Talent Profile, and Success criteria.
- Data-driven analysis based on labour market data, as well as sector-specific, to refine the search criteria (ie. In-depth role/competence description, and market-relevant compensation).
- Targeted research, and Shortlist of candidates, and support in the selection process.
- Post-recruitment Follow-up.

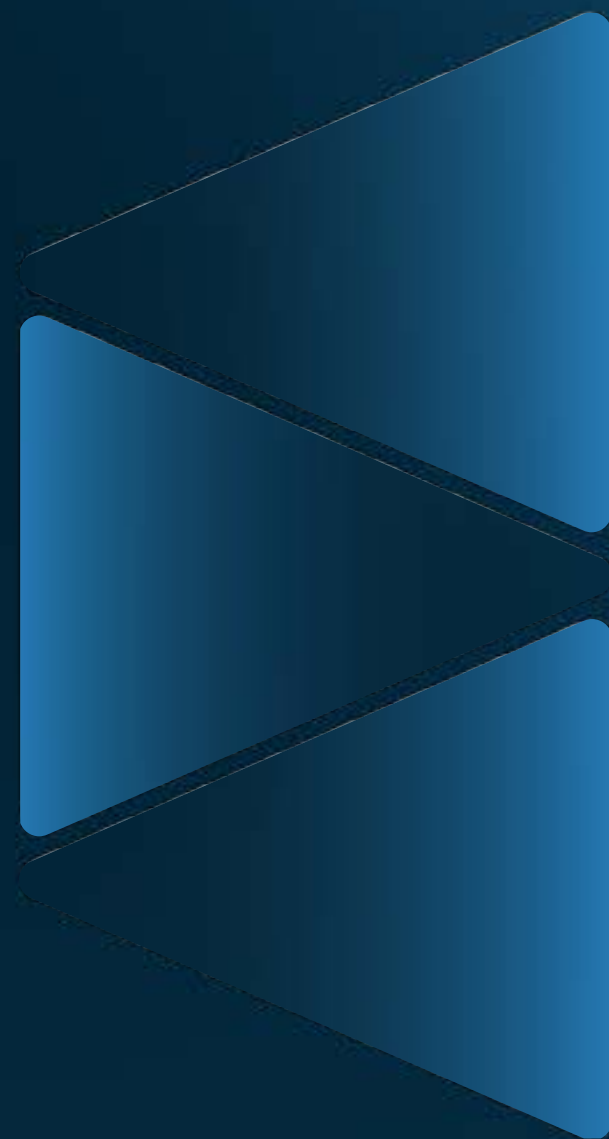


What we do



## Organisational Consulting

- Assessment of Company culture, People Strategy and Talent management processes and tools.
- Review/Design of People Strategy.
- Assessment and Design of the organisational set-up and leadership and working processes.
- Definition and Design of People Assessment & Performance methods and tools.
- Definition of Development and Succession plans.



What we do



## People Development & Change

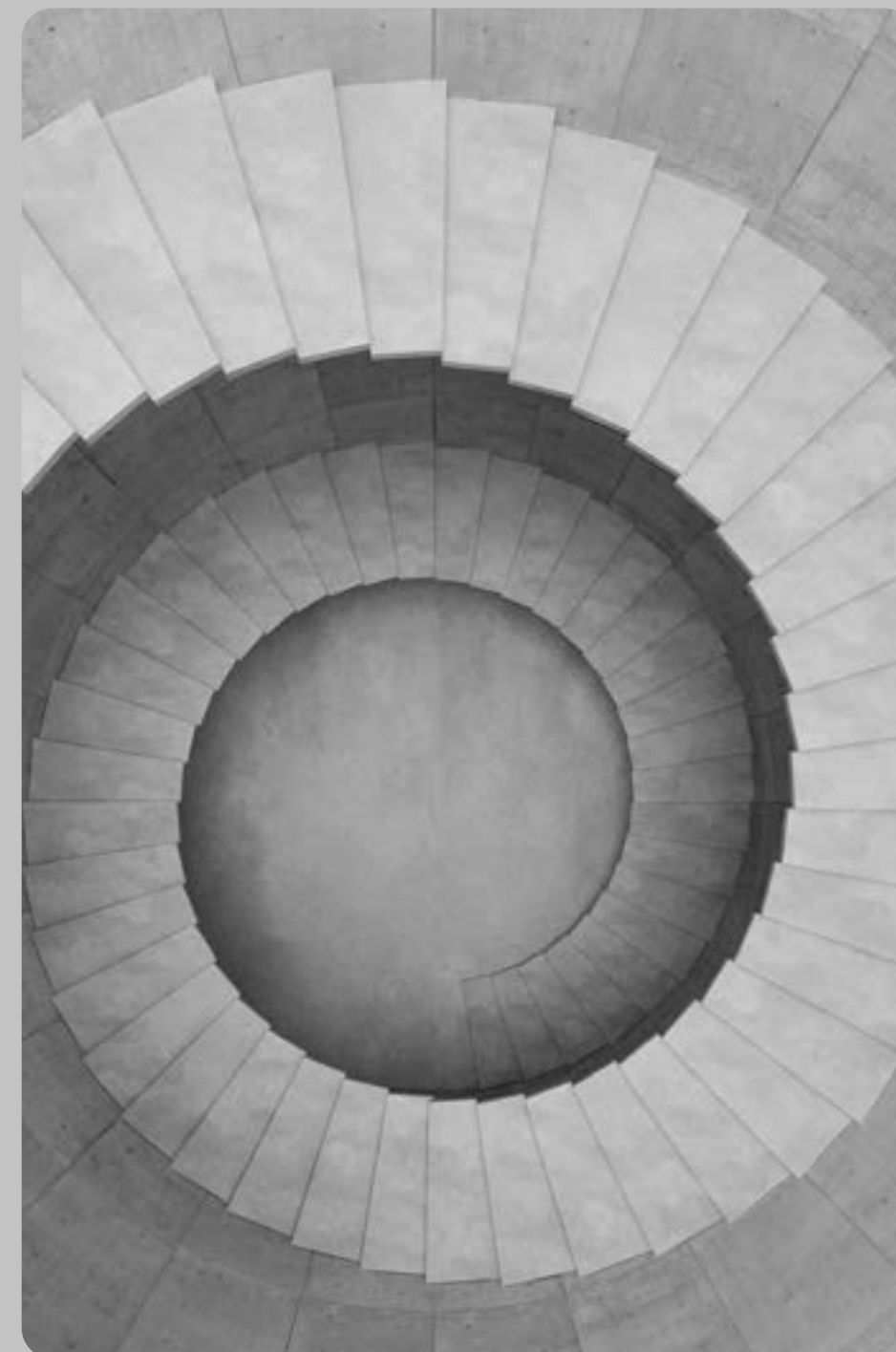
- Assessment of AsIs, business and organisational context, culture, processes and organisational climate.
- Assessment of roles, performance, competence and motivation – identification of development areas.
- Gap-Analysis, assessment of extent of (from AsIs to ToBe), and alignment of expectations with the Client.
- Identification of methodology, tools, timings, and means for delivering training and/or change management support.
- Change management coaching and/or business training to support execution.
- Implementation Follow-up and corrective actions as needed to land the actual change.



# 03/ Our Approach



# Our Approach



We are determined to deliver **tangible results** to maximise the value and contribution of human capital, contributing to the sustainable profitable growth of our Clients' business. As testament of the determination to deliver tangible results, if a candidate is not confirmed in the role, we will deliver a new roster of shortlisted candidates to secure the expected results.

Our **hands-on approach** makes us put in place a dedicated project team and approach, workign together with our Clients, to secure an effective and efficient process, that delivers lastign value to the organisation.

Through the partnership with &Forward Consulting Group, we can provide our Clients a **broader and integrated service**, leveraging the synergies among the 3 Practices: &Business, &People, &Innovation.

## Our Approach

# Methodology

**SEDEX:** Strategy - EDucation – EXecution  
Beyond being a methodology it is a mindset  
to secure value creation in each project we engage in:

### Strategy

If it is to support our Client in outlining their People Strategy, as a means to maximise the business results, or to integrate/align the Recruitment brief with the Business Strategy and Culture, it increases the business value of the project – with candidates closely fitting our Clients expectations and needs.

### EDucation

The Education phase is critical to develop the ability of People to perform in their role and/or assignment, and to manage change effectively and efficiently, delivering lasting value to the business.

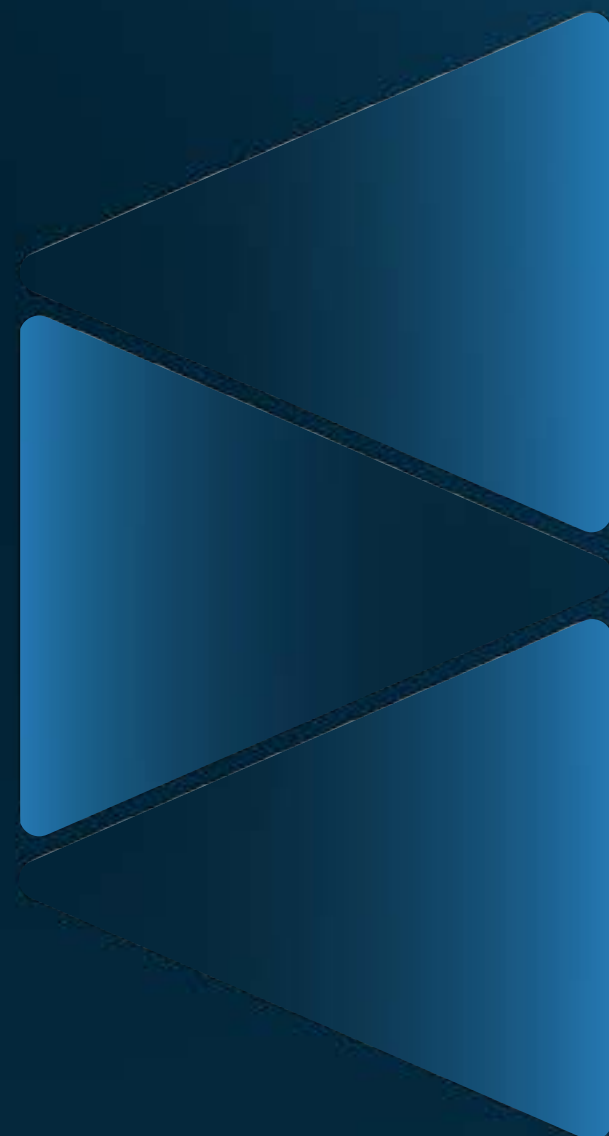
### EXecution

Success in delivering lasting change and business value lays in the everyday and in the daily operations. Working with our Clients across all organisational levels and roles, to translate the Strategy in a tangible and lasting change, is an integral part of our Approach.



# 04/ Our Clients





## Our Clients



### **Our Clients, with whom we partnered for decades, are Italian and foreign multinationals**

- Leading in different sectors, as FMCG (Food & non-Food), Fashion & Luxury, Retail, Healthcare & Pharma, Logistics & Transportation, Automotive, IT/Technology & Telco, Industrial/B2B, Energy & Infrastructure, and Financial & Consulting Services.
- With whom we worked on projects across all organisational functions (ie. Head Office/C-suite, Production, Supply Chain/Logistics).





# 05/ Our Team





# Our Team



**Aldo Magnone**  
President  
[in](#)



**Orazio Stella**  
General Manager  
[in](#)



**Cuono Laudando**  
CdA  
[in](#)



**Giuseppe Cristoferi**  
Partner  
[in](#)



**Alessandra Alessandri**  
Associate Partner  
[in](#)



**Marco Audisio**  
Associate Partner  
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**Paolo Bersan**  
Associate Partner  
[in](#)



**Letizia Mazzi**  
Associate Partner  
[in](#)



**Alessia Recalcatti**  
Associate Partner  
[in](#)



**Sandro Mazzucchelli**  
Partner  
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**Alessandra Zubiani**  
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# 06/ Contacts



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# Thank you.



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