



**Future  
Manager  
World**

# FMW Global Monthly Magazine

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Special issue  
**The Era of Flexibility**



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## Group Editorial

### Embracing Flexibility: the new era of the labour market

Author: Federica Sangalli

The labour market has embraced the Era of Flexibility for some time now. Flexible work solutions have become mandatory during the pandemic, forcing ongoing changes to be even more immediate. But while the pandemic stopped, flexibility did not. How has it been carried on over the last few years?

From a Company Welfare point of view workers are demanding and obtaining more benefits, while a stronger focus on work-life balance has become a priority. Smart working is now a well-established reality, and digital workers are not exceptions anymore. Among other factors, this is also due to the fact that the percentage of women – and mothers – in the labour market has increased exponentially, leading com-



panies to provide flexible solutions for parents while encouraging their permanence within the organization.

Flexibility can be seen as a trait for employees, too. By definition, the term flexibility represents the ability to bend or adapt to changing forces. Employees who approach their job with a flexible mindset are typically more highly valued. Indeed, having employees willing to step outside their job description means that employers can get more accomplished. Flexible workers who can take on more responsibilities, do different tasks, and have more to offer are treasured. But being flexible also means that you must be in a workplace that allows you to be that way.

Working more and more to become a flexible “best place to work” will be determinant. Let’s all commit to that.

**Federica Sangalli - FMW Group General Manager**



## News from the Market

The month of November usually sees HR Consultancy companies committed to a variety of projects. As the end of the year approaches, **Talent Acquisition gets more strategic** in order to cover more urgent job vacancies before January, 1st; on the other hand, **mid-term HR solutions** can be planned, including Training and Assessment initiatives, C-Level Searches and Succession company projects.

FMW's activity in November 2023 confirmed these trends, while analyzing specific market needs thanks to the cooperation with FMW Federated Entities worldwide.

The necessity for highly specialized talent has been affirmed as

vital for companies. From **Cybersecurity** to **Supply Chain** and **Energy**, FMW China, FMW France and FMW Italy registered a higher demand for technical professionals both locally and abroad, spanning from Compliance Leaders to Energy Storage Specialists and Area Managers.

At the same time, the **Sales & Outreach** domain has increased its engagement across various market sectors, (e.g.: **Construction, Chemical, Industry 4.0, Food, and Safety**). FMW Italy has managed five new Talent Acquisition operations for global clients, with a particular focus on positions such as Key Accounts, Business Developers, and Export Managers. Requests especially came from companies operating in the South of Europe, the UK, France, Germany and the US, projecting FMW both into short and mid-term HR solutions that will be carried on in 2024, too.

Valeria Vetri - FMW HR Research and Communication





## News from the Industries

Globally, enterprise software, transportation, fintech, and healthcare are the industries making the most significant investments in Artificial Intelligence.

AI aims to focus on tasks such as classification or even prediction. It was first meant to mimic the human being by being able to do well - and quickly - some tasks.

AI has sparked a true revolution across various sectors, and it is no surprise that companies are increasingly channeling resources into AI, from driverless cars to interpretation of medical reports. In total, AI represents trillions of dollars in value, and some companies are at the forefront of AI and Generative AI development, which allows professionals to

work with tools that can be transversal to several industries, unifying visual communication, IT & engineering, healthcare, digital humanities, and more. Between 2019 and 2023, GenAI funding has surged from \$1.7 billion to \$18 billion in just five years, mainly thanks to the "Magnificent Seven" - comprising Apple, Microsoft, NVIDIA, Alphabet, Meta, Tesla, and Amazon. These companies are not only investing, but also leading the AI research.

We are entering a new era where the capabilities of the human brain can be translated into AI, elevating our knowledge and skills to new heights. Indeed, creating ethical and trustworthy AI models is paramount for the achievement of a truly human-centric Artificial Intelligence. The implementation of AI in daily life involves everyone, and making it accessible and safe will become more and more a key interest for companies, developers, and users in the near future.

**Sophie Maldonado - FMW USA Project Manager**







## Corporate Updates

FMW Secretary General Bernardo Tosco had the occasion to visit the esteemed Colleagues of FMW South Korea in their Seoul Headquarter on the 12th of October.

The meeting was divided in two parts, the first one being held at Unico Search offices in the center of the Gangnam neighborhood, and the second one over dinner.

Mr. Tosco was warmly welcomed by Ivy Kim, CEO of Unico Search, Rahmee Baik, Managing Director, Joseph S. Roarty, Director and Leo Kim, Talent Acquisition Consultant.

How to increase business fluxes from South Korea to Europe

and the US was discussed, as well as how to develop a new and focused communication campaign to the previous end. Both topics raised opportunities, and numerous were the solutions and tools outlined to achieve promising results.

Remaining in the APAC area, FMW Secretary General also met Kevin Naylor, Vice President and Business Development at Enworld Japan and representative of FMW Japan.

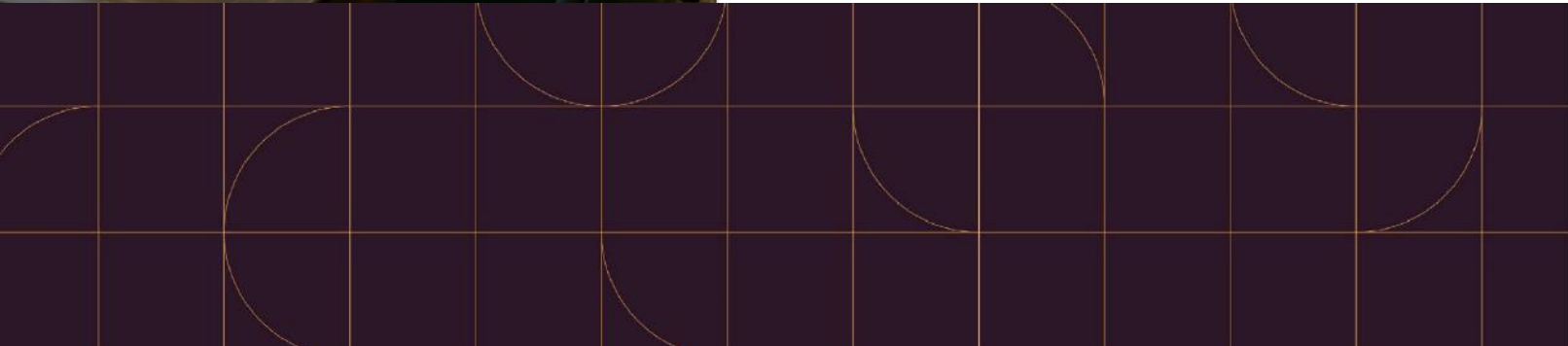
The meeting took place in the Shibuya district, in the heart of Tokyo. New business opportunities emerging from and in the Japanese market were investigated, in order to enhance future collaborations with all the other Federated Entities of Future Manager World.





As for the month of November, another key meeting has been scheduled in Frankfurt, Germany.

Our CEO and President Mr. Salvatore Corradi and two leading members of Future Manager Business School, Cesare Botticchio (FMBS General Manager) and Annalisa Bottero (FMBS Training Developer), planned to meet Angela Hornberg, FMW Germany Country Manager, to explore new partnerships to increase professional training activities on the German and Italian market.



Lastly, Mr. Corradi has planned a trip in the middle of December to meet our Colleagues of FMW US and particularly Mr. José Valle Menchaca, USA Country Manager.

Among other strategical topics, the ongoing progress of the Expansion Plan in the US territory previously approved by the Federal General Assembly and General Council of FMW will be discussed.

Moreover, Mr. Corradi will personally take the chance to meet some key FMW clients operating in the US territory.



**Bernardo Tosco - FMW Secretary General**



## Inside FMW South of France

Rodolph Castel

### Personal Background

Rodolph Castel is 49, married and father of 3 children, and lives in Aix-en-Provence, South of France. Rodolph enjoys cooking for friends and family, as well as sightseeing the beauty-spots of the South Coast of France.

### Educational Background

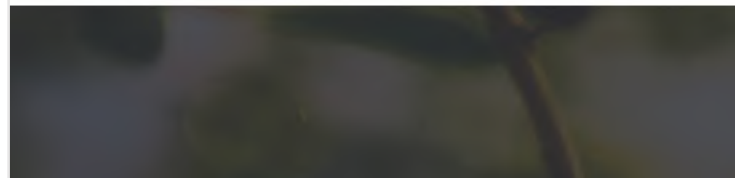
Rodolph holds a Professional Master in Human Resources from the University of Paris I Pantheon-Sorbonne and the Executive MBA from HEC Paris.

He also studied at MIT Sloan Executive, Tsinghua and Fudan Universities in China and Fundação Getulio Vargas of São Paulo in Brazil, where he got international business and IT certifications.

Rodolph is an Insights Discovery Licensed Practitioner.

He has lectured at Polytechnique, University of Paris I Panthéon-Sorbonne and Conservatoire National des Arts et Métiers in the Human Resources fields.

He speaks fluently French and English.







### Managerial Background

Rodolph Castel is a former Group Human Resources Director for a European Tourism Group.

He first worked for ten years in Human Resources Consulting, where he managed corporate social reorganization projects and led many outplacement and recruitment missions in France and abroad.

During the last 12 years, he has held the position of Human Resources Director in hyper-growth international companies.

He is also specialized in Recruitment and Talent Development, in the engineering and management of complex projects and change management.

### Entrepreneurial Background

Based in Aix-en-Provence, he launched in 2021 his own consulting firm, Paul-William Castel, leading variety of HR consulting assignments and represent FM company for South of France.



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**Rodolph Castel - FMW South of France Country Manager**

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# Future Manager World

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