

# Company Profile

*Wise Growth*

WHY

## Human Sustainability

**We want to promote well-being.  
We want to raise awareness about  
the value of **people** in the  
organizations.**

**To achieve this goal we must recognize the uniqueness of each and every individual,** overcoming the idea of «diversity management» to get to the concept of «plurality management».

**Therefore, respect becomes the enabling factor to build an inclusive environment** where everyone is valued and empowered to promote growth within the organization.

Includere per crescere.



WHO WE ARE

**We support organizations in  
managing plurality.**  
**We believe that business goals  
and individual well-being go  
together.**

We work with our partners both on the **strategic level**  
to identify the most consistent policies,  
and on the **practical level,**  
with specific projects to build inclusion

**We are a multidisciplinary team.**

**We offer consultancy with a**  
**systemic approach.**

**We integrate consultancy and training with diagnostic tools, to build specific policies and projects within the organization.**

**Our goal is to support organizations in activating a sustainable cultural change.**

TOOLS

# Human Sustainability



**Organizational  
culture  
assessment**



**Training**



**Webinars**



**Events**



**Coaching and  
individual  
career  
development**



**Mentoring**



**Online  
courses**



**Communication**

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**Research and exchange are our way to find new and effective solutions to sustainable **inclusion.****

# Human Sustainability

## PUBLICATIONS

[wise-growth.it/publications](https://wise-growth.it/publications)

A body of knowledge and experiences to help everyone moving forward in theory and practice: our publications shed light on different aspects of plurality management and constitute an extensive collection.

## OUR MAGAZINE

[diversity-management.it](https://diversity-management.it)

In our online magazine we offer food for thought, we share ideas and we promote exchange on best practices and inclusion strategies.

## AREE DI SVILUPPO



**GENDER**



**GENDER EQUALITY  
CERTIFICATION**



**HUMAN SUSTAINABILITY  
& MENTAL HEALTH**



**PARENTHOOD AND  
WORK-LIFE INTEGRATION**



**ORGANISATIONAL AND  
HR ADVISORY**



**CULTURE**



**DISABILITY & CAREGIVING**



**GENERATIONS**



**INCLUSIVE LEADERSHIP &  
PLURALITY MANAGEMENT**

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# Gender

We can help you to...

...develop gender synergy and reduce gaps to maximise the value and talent of all people

- 1. Analysis of corporate culture** and the characteristics attributed to male and female professional identities
- 2. Gender dialogue programmes** to promote opportunities for open communication between men and women in the organisation
- 3. Initiatives aimed at working on gender stereotypes** and on the exclusion dynamics playing at an organisational and individual level, in addition to women self-exclusion ones
- 4. Journeys of empowerment, career support and leadership for women**





DEVELOPMENT AREAS

# Gender Equality certification

We can help you to...

...promote concrete actions to reduce the gender gap by supporting you in all phases of the Gender Equality Certification process

- 1. Mapping of the organisational current status**  
with respect to the KPIs identified by the legislation  
(analysis of the company according to PdR 125:2022)
- 2. Potential consulting and training courses on DEI**  
that meet the gender equality certification standards
- 3. Accompanying the audit and follow-ups**  
with the certifying body
- 4. supporting the creation of the gender equality  
management system**  
through consultancy-training workshops



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## DEVELOPMENT AREAS

# Human sustainability & Mental health

We can help you to...

...develop and maintain a climate of psychological safety to ensure the well-being of people and organisations

- 1. People management training**  
to promote inclusive work environments
- 2. HR training**  
to help create and maintain a climate of psychological safety
- 3. Dissemination events**  
to raise awareness of the importance of psychological well-being in the organisation
- 4. Themed listening groups**  
to develop personal and organisational solutions



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DEVELOPMENT AREAS

# Parenthood and work-life integration

We can help you to...

...overcome prejudices and enhance parents' skill set for better work-life integration

- 1. Training aimed at new parents** returning from leave
- 2. Sessions of guided discussion** between parents and people managers
- 3. Training to parents of teenagers** to support them in this delicate phase of change
- 4. Support in refocusing on personal motivation** and the achievement of a more sustainable work-life integration



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DEVELOPMENT AREAS

# Organisational and HR advisory

We can help you to...

...translate the principles of inclusion into business processes

- 1. Ensuring the full potential of people and organisations** overcoming stereotypes and unconscious bias
- 2. Supporting the HR function** in all phases of organisational processes
- 3. Improving the management ability** to evaluate and promote the growth of people from an inclusive and human sustainability perspective
- 4. Redefining HR processes** in line with the Sustainable Development Goals (SDGs) of the UN 2030 agenda



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# Culture

We can help you to...

...integrate and enhance cultural plurality by transforming potential obstacles into developmental and growth opportunities

- 1. Journeys to develop communication skills**  
to support building relationships based on mutual trust between people from different cultures
- 2. Activities aimed at creating a “shared” language**  
through moments of dialogue and open discussion
- 3. Journeys to improve the awareness**  
of unconscious biases and possible areas of potential intercultural attrition
- 4. Training sessions**  
to develop the understanding and knowledge of the different models to read cultures



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# Disability and Caregiving

We can help you to...

...create an organisational culture in which personal characteristics and fragilities are welcomed and valued

- 1. Raising awareness and training among the corporate population, managers and HR** to develop more respectful work environments
- 2. Qualitative and quantitative research** to understand the organisation's current status
- 3. Specific courses dedicated to caregivers** to reconcile identities and better experience the role of care
- 4. Organisation of intercompany meetings** to share initiatives and best practices



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# Generations

We can help you to...

...create dialogue and collaboration between the different generations in your organisation

- 1. Reciprocal mentoring projects**  
to bring the different generational worlds closer
- 2. Workshop for people managers**  
for effective management of different generations, especially the younger ones
- 3. Integrated longevity management plans**  
and specific projects to address the needs and expectations of the over 50 population
- 4. Initiatives to enhance the generations**  
in the company, identifying their resources and distinctive features



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## DEVELOPMENT AREAS

# Inclusive leadership and plurality management

We can help you to...

...train people managers in the most effective management of diverse teams while respecting the uniqueness of the individual

- 1. Consulting from a Diversity, Equity & Inclusion perspective**  
to develop a coherent and effective people strategy and action plan
- 2. Projects aimed at promoting plurality management**  
and an inclusive leadership style that brings out the potential of each person
- 3. Projects dedicated to the leadership team**  
on biases and stereotypes that can hinder inclusion
- 4. Focus groups and awareness raising initiatives**  
targeting the corporate population



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## THE GOVERNANCE



**Maria Cristina Bombelli**  
**Founder**  
President



**Alessia Alò**  
**Partner**  
Head of Communication  
& Social Media



**Stefania Baucè**  
**Partner**  
Head of Parenthood and  
work-life integration Area



**Lucilla Bottecchia**  
**Partner**  
Head of Gender Area



**Laura Girelli**  
**Partner**  
Head of Innovation Area



**Michele Rabaiotti**  
**Partner**  
Head of Generations Area



**Emanuele Serrelli**  
**Partner**  
Head of Research Area

# Wise Growth

WHO TRUSTED US

# Wise Growth

## In more than **15 years** of business

a number of companies, associations and institutions have trusted us to grow wisely.



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# Wise Growth

## CONTACTS

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## WEB

[wise-growth.it](http://wise-growth.it)

## OUR MAGAZINE

[diversity-management.it](http://diversity-management.it)

## FOLLOW US



*Wise Growth is a certified company with UNI EN ISO 9001:2015 quality system*

SISTEMA DI GESTIONE  
QUALITÀ CERTIFICATO

**CQY**  
CERTIQUALITY

UNI EN ISO 9001:2015

**Includere per crescere.**