




GENERAL PROFILE		
Federico Vecchiarelli		
Company Name	GumballEnterprises, Inc.	
Residence Country	United States of America	
Languages	Fluent in English and Italian, Basic in Spanish, French and German	
Contact Information:	Address	1424 11 th Ave. Suite 400, Seattle, WA 9811
	Email	hello@gumballenterprises.com
	Website	www.gumballenterprises.com
	Contact Number	(206) 931-1865
PROFILE DETAIL		
Education	Mastered in Business Administration at Pavia University, Italy; major in HR and Organization	
Certifications	Associate Certified Coach - ACC - with the International Coach Federation (ICF)	
Areas of Expertise	Organizational Development and Leadership, Executive and Leadership Coaching, Talent Management, Performance Management, Reward, HRIS	
Industry(s)	Fashion & Luxury, Oil & Gas, Market Research, Consultancy, Engineering & Construction	
Years of Facilitation Experience	15 years	
Years of Coaching Experience	3 years	
Years of Consulting Experience	2 years	
Years of Training Experience	9 years	
Years of Design Experience	9 years	
Years of Data Analysis Experience	15 years	
Assessment Tools	363 Everything DiSC, Extended DiSC	
Other related experience	8 Years of HR Experience, 7 Years of Compensation & Reward Experience	
Sample Clients		
Level of Clients Coached	Executive, Senior, Middle, Front-line	



COACHING PROCESS	
Style	Performance Oriented, Developmental, Down-to-earth, Humorous, Gentle, In the moment
Length of Sessions	60 to 90 minutes
Other	
BIO	
<ul style="list-style-type: none">○ Based in the US, Italy and the UK, I have been working for 16+ years in multinational organizations across many countries around the globe, being in charge of Talent Management, HR Development, Reward & Recognition, HR Operations, HRIS, M&A. My experiences vary across different sectors such as Fashion & Luxury, Engineering, Construction, Oil & Gas, Market Research.○ My interests and experience lie in several aspects of Talent, Leadership and OD; I am passionate about performance management, leadership and talent management, organizational development, total reward. All of my experience has been gained in complex organizations, where I have had the opportunity to improve my natural ability to cope with multiple management layers and cross-functional reporting lines. Having developed my competencies in fast paced, high pressure environments, I am able to translate corporate decisions into effective business operations. Having worked in senior management roles, as well as a senior consultant and a certified executive coach, I have thoroughly demonstrated an ability to operate with Executives, MDs, CFOs, CEOs and COOs on a regular basis. Over the years I have gained a sound business and market orientation by raising in commercially driven organizations where people is the key asset for succeeding.○ Thanks to my global exposure, I have had the opportunity to develop my intercultural and communication skills. Countries such as the Netherlands, France, Germany, Switzerland, India, Saudi Arabia, Kazakhstan, Croatia (and of course US, UK and Italy), where I have had the fantastic opportunity to work, meet people, familiarize with cultures, enjoy business and personal moments.○ My main strengths are curiosity, creativity, business focus, team building, dependability, intercultural consciousness. Other people's feedbacks tell me that I am both a thinker and a doer, a good listener, and an open-minded person.	