

Paolo Lombardi

+41795994766

[paololombardi.it@gmail.com](mailto:paololombardi.it@gmail.com)

Via al Lago 58, 6918 Lugano, Switzerland

Nationality: Italian and Swiss

Languages: English Excellent and Italian mother tongue

Sustainability Transformation Leader with a proven experience in driving organizational change and cultural transformation.

I specialize in sustainable growth and operational excellence by aligning business strategies with environmental and social responsibility, leading impactful change initiatives that enhance efficiency and promote long-term value creation.

Certified Lean and Six Sigma champion with experience in People Leadership and developing others with an aim to support cross functional collaboration.

Experience in implementing digital solutions, particularly those related to sustainability metrics and reporting, and knowledge of Scope 3 emissions and corporate sustainability practices.

Strong background in project management, excellent communication and stakeholder management skills, with the ability to influence at all levels of an organization.

Ambassador for [InterNations](https://www.internations.org/) Lugano Community, organizing networking public events for ex-pats and open-minded people willing to strengthen their connections and circle of friends in Switzerland and in all other 600 InterNations communities worldwide.

Personal values include friendship, nature conservancy, diversity and inclusion, wellness, trust, connectedness, teamwork, fun.

Key Skills:

Sustainability | Leadership | Negotiation | Lean | Project Management | Process Improvement | Coaching | Operations | IT Information Technology | Networking | Influencing | Problem Solving | Business Analytics

## PROFESSIONAL EXPERIENCE

### SYNGENTA GROUP SUSTAINABILITY TRANSFORMATION LEAD 2024 - now

[*Syngenta AG*](https://www.syngenta.com/) *- Global Agriculture premium seeds and crop protection producer*

* Leading and managing the strategic transformation initiative focused on Scope 3 Syngenta group decarbonization, driving organizational change and digital implementation to align with corporate sustainability goals. This project-based role reporting to Climate & Nature Head and Chief Sustainability Officer, will oversee the establishment of robust governance structures and coordinate cross-functional efforts to ensure successful delivery of the transformation agenda by the end of 2025.

### EUROPE SEEDS TRANSFORMATION AND BUSINESS IMPROVEMENT LEAD 2019 - 2024

[*Syngenta Seeds*](https://www.syngenta.com/products/seeds) *- Global premium seed producer*

* Supported the operational execution of the Seed transformation plan ensuring partnership with functions owners at global, regional, and country level to create the all-new Syngenta Seeds organization built upon 8 Business Units, 17 Business Areas and 1.500+ people across Europe.
* Led the Europe Seed Business Improvement team achieving costs savings targets year over year across all functions and nurturing a productivity culture in the whole organization; some impressive cost savings results: $16.8 MM in 2021, $23.3 MM in 2022 and $36.5 MM in 2023
* Led the Europe Seed Business Analytics team deploying the first real-time cloud-based dashboard enabling effective and fact-solid PowerPoint-free advancement meetings. Seed Leadership Team is now checking all the commercial, finance, production, and supply metrics on their smartphones anytime, guaranteeing single source of truth.
* Designed and coordinated the transformation of all the core sales and supply business processes of Europe Syngenta Seeds organization, like the new product introduction, the Seeds Production Plan, the campaign preparation and the campaign execution, and other, to increase focus and drive profitable market share growth.

### TRANSFORMATION MANAGER EUROPE 2017 - 2019

*[Corteva Agriscience](https://www.corteva.com/) - Global premium seed and crop protection producer, following the merge of the agricultural divisions of* [*Pioneer Hi-Bred*](http://www.pioneer.com/)*,* [*Dow Agrosciences*](http://www.dowagro.com/) *and* [*Dupont*](http://www.dupont.com/)

* Responsible for the plan and execution of Commercial integration activities for South Europe Countries. building the network across all three new organizations DuPont, Pioneer Hi-Bred and Dow AgroSciences, designing key metrics and monitoring plan alignment, managing consulting resources, training leaders on key signature processes like Facilities, Org planning, unified offerings, etc.

### BUSINESS IMPROVEMENT MANAGER EUROPE 2013 – 2017

[*Pioneer Hi-Bred*](http://www.pioneer.com/) *- Global premium seed producer)*

* Managed a team of 12 professionals supporting the execution of region Europe business plans establishing and managing a portfolio of productivity improvement projects, within the framework of process management methods including the DuPont Integrated Business Management (DIBM), Six Sigma, Lean, the Quality Management System (QMS), the DuPont Production System (DPS), and others. Some impressive results delivered of $17.3 MM Productivity savings in 2014, $27.4 MM in 2015 and $29.2 MM in 2016, plus 35 Six Sigma Green Belt new certified managers.

### CO-FOUNDER, CO-OWNER AND OPERATIONS DIRECTOR 2008 - 2013

[*Blue Gold*](https://www.blue-gold.it/) *- B2B company operating in the water management sector*

* In conjunction with the department of hydraulic engineering of Milan Polytechnic University, designed a technology to reduce the Non-Revenue Water (NRW), which is water purified lost in the network leakages before it could reach the final consumers, therefore never charged. The business model shares with the utilities all revenues coming from the costs' reduction.
* In 2010 started a pilot project in a small town in the northern part of Italy; multiple sensors and water meters installed in the urban water network connected and operated through GSM network, to test and refine our genetic algorithm. The pilot project won a public sponsoring of 360.000€ part of a renewable and sustainable energy investment fund. In 2013, Blue Gold received the award among the 10 best start-ups supported by Milan Chamber of Commerce.

### CONTINUOUS IMPROVEMENT MANAGER EUROPE 2008 - 2013

[*Gategourmet*](http://www.gategourmet.com/) *- Largest worldwide independent airlines caterer*

* Led Lean Transformation projects across main Airports’ food plants like Munich, Frankfurt, Stockholm Arlanda, London Heathrow and Gatwick, San Francisco International, Amsterdam Schiphol, Brussels Zaventem and other, deploying global standards, kaizen improvement culture, plant audits, KPI implementations, investments analysis, modified atmosphere packaging, productivity and process improvement initiatives, etc. One impressive result: doubled volume of Brussels airport food production for the start-up of a home-based airline and simultaneously SAP replacing local ERP.

### SENIOR CONSULTANT 2005 - 2008

[*Ducati Consulting*](http://www.ducati.com/) *- Consulting firm*

* Successfully completed the Lean Transformations of multiple clients' production sites across the three dimensions: Operating System, Management Infrastructure and Mindset & Capabilities, leveraging Ducati know-how and deep knowledge of the Toyota Production System Lean framework and tools like 5S, 8W, PDCA, Root Cause Analysis, VSM, Kaizen, etc.
* Program officer assistant for an 18M € IT project aiming to evaluate and compare software solutions to align different IT systems between various worldwide plants, lately merged under a new brand. Worked under the direction of the CIO and coordinating project communication.

### CHANGE AGENT 1999 - 2004

[*Iveco*](http://www.iveco.com/) *- Global trucks and engines manufacturing company of FIAT group*

* Project NEXT team member under the direction of the Change Management platform. Led the data collection, the flow analysis, the mapping and the deep interviews focused on visualization, comprehension and optimization of the core business processes in the global IVECO Purchasing Department and in the Business Unit Customer Service.

## EDUCATION

### Master In Business Administration - Full Time, [SDA Bocconi](https://www.sdabocconi.it/) - Business School SDA Bocconi in Milan (Italy)

* Elected lifetime President of 2005 MBA classes in SDA Bocconi business school, had the final speech on the Graduation Day, and currently acting as hub between 2005 Alumni and the School organizing periodic reunions.
* Summer MBA internship project in a consulting firm for a global market leader in PVC sheets merging two plants; Developed the new organizational structure in line with the operational input.

### Doctor In Mechanical Engineering, Alma Mater Studiorum - [University of Bologna](https://www.unibo.it/) (Italy)

* Passed the state examination, and eligible to the engineer’s professional register. Thesis about modelling and utilization of software modules to control dynamic simulations of turbines.