



**HORSA® GROUP**

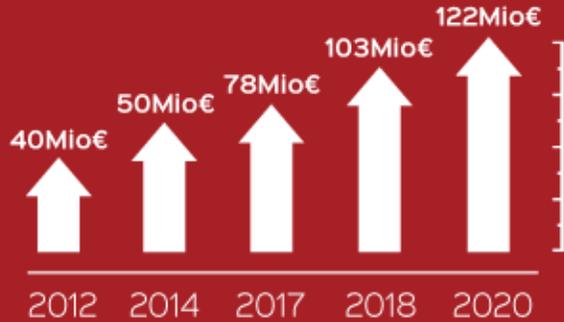
## **1Year1Day**

Managing Director: **Paola Gazzo**

Hr People Development: **Chiara Giovannini**

---

### CONSTANT GROWTH



**+48**  
PARTNER



**24**  
SUBSIDIARIES



**10**  
PARTICIPATED  
COMPANIES

### A COMPLETE OFFERING

#### CORE

SAP  
ORACLE ERP  
MICROSOFT ERP  
VERTICAL ERP  
TECHNOLOGY  
BUSINESS  
AUTOMATION  
CYBER SECURITY

#### EVOLUTION

DATA&ANALYTICS  
PROJECT  
MANAGEMENT  
PERFORMANCE  
MANAGEMENT  
PLM  
MES  
PEOPLE  
CRM  
ELEARNING

#### INNOVATION

DEVLAB  
PROCESS INNOVATION  
ARTIFICIAL  
INTELLIGENCE  
INTERNET OF THINGS



**+2.500**  
CUSTOMERS



**+50**  
SOFTWARE  
& SOLUTIONS



**+1000**  
PEOPLE



**12**  
INNOVATION  
TEAM



**20%**  
INVESTMENT  
R&D



**HORSA**  
ACADEMY

[academy.horsa.com](http://academy.horsa.com)



### MOST RECENT ACKNOWLEDGMENTS

2020 EMEA Qlik  
**Partner of Excellence**  
(Best Enabled)  
of the year

**DatalQ Awards 2020**  
Transformation  
with data

**SAP Sustainable Growth  
Award 2020**

**HORSA GROUP**

FOOD



PROFILE

Italian leader in the agri-food sector.  
**8500** workers.  
**1,232** million in turnover in 2020.

HORSA PROJECT

Solution that speeds up management operations and a path to learn the power of data science with DataLab Horsa.

OUTPUT

Storage virtualization with approximately 10x performance improvement.

MANUFACTURING



Italian motorcycle brand, present in **93 countries** around the world, including the USA and China.  
 746 dealers and service points. **676 million turnover** in 2020.

Develop a collaborative environment to connect company, dealer and customers and better understand the wishes of consumers.

Better management of assistance tickets, customer loyalty, market incentives.

FASHION & CONSUMER PRODUCT



One of the top **10 global brands** in the technology sector. 176 billion in turnover in 2020.

Respond to data needs and increasingly complex reports in the various Samsung UK stores and to increasingly demanding users thanks to Qlik Sense.

Better management of stores and touchpoints, time savings, user experience improvement, customer loyalty.

BANKING



Among the top banking groups in Italy with over **1,850 branches**, credit institutions and over 20,000 employees.

Bringing both the systems and application parts to the cloud, delegating support and maintenance to Horsa.

Cost containment, improved security and user support are just some of the benefits obtained.

## SOME AWARDS

- Sustainable Growth Award SAP
- Best Performer SAP 2019 e 2018
- SAP Market Expansion 2017
- SAP Competitive Shift 2018
- SAP Emea South Partner Excellence Award 2021
- SAP Pinnacle Award Finalist 2019
- Best Partner Qlik Italia dal 2016
- DatalQ Awards 2020
- IBM Gold Business Partner
- Microsoft Partner Gold Data Analytics



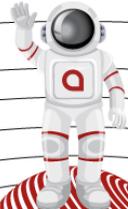




**Solution Specialist**  
**Technical Leader Team**  
**Technical P.M**



### HORIZONTAL PATH



SENIOR CONSULTANT

CONSULTANT (2/5 YEARS OF SENIORITY)

JUNIOR (0/2 YEARS OF SENIORITY)

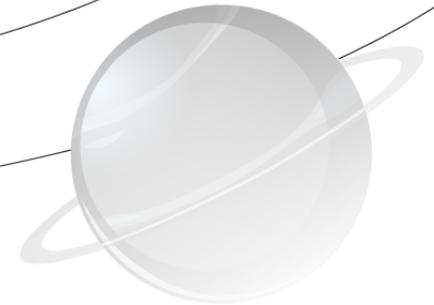


**Partner**  
**Manager**  
**Team Leader**  
**P.M**

### VERTICAL PATH



**Assessment of skills** and periodic **balances of competence** for the constant monitoring and development of the skills necessary for the governance of roles and career transitions.



**ALWAYS SOMETHING  
NEW**



**EXTRA-WORKING  
INTERESTS ARE A  
VALUE**



**Tinello Working**



**Il Board sul lettino**



**HCE (Horsa  
Community Experience)**



**MY IDEAS ARE LISTENED TO**



**WORK IS REALLY  
SMART**



**HARD  
AND SOFT SKILLS**





### WELCOME TO HORSA!

Rigorous **capacity assessment** process at entry.  
Benefits delivered upon entering the company



### PROGETTO INTERNO

1-3 months.



Throughout the first year: technical tutoring, coaching and mentoring by senior professionals.



**SUPPORT TEAM**

**TECHNICAL TUTOR  
MANAGER  
& HR**



HORSA GROUP

### CONTINUOUS TRAINING

For the whole career.  
In Horsa you never stop learning!



### THE FIRST CUSTOMER PROJECT!

Within 3 months!







[careers@horsa.it](mailto:careers@horsa.it)





# HORSA® GROUP

Visit us  
[www.horsa.com](http://www.horsa.com) at  
[Academy.horsa.com](http://Academy.horsa.com)

[events@horsa.com](mailto:events@horsa.com)