



www.wood2good.eu

Addressing productivity increase: Vocational and Team spirit training

MODENESE GASTONE s.a.s. Italy

In partnership with:

With financial support
from the EU



Introduction:

MODENESE GASTONE Group S.r.l.

Via Caodalbero 579, 35040
Casale di Scodosia – Padova – Italy
P.Iva: 04587940281
Tel: +39 0429 879146 - Fax: +39 0429 878354
Email: info@modenesegastone.com

International Sales
Email : export@modenesegastone.com

Monobrand showroom:
Mosca, Gostiny Dvor
Via Ilinka, 4
Tel: +7 495 979-1544
Email : info@moderusinterior.ru



Company's Description:

Modenese Gastone works handcrafted furniture for home, living spaces and contract sector. In the last decade the company Modenese Gastone went on choosing decidedly innovative ecological finishes by the use of non-toxic varnishes and colours. Since 1818 the Modenese family ran a carpentry and was certified by the General Confederation of Italian craftsmanship with the title of Ancient Craft Shop. In the '70s, the company became a leader in the production and distribution of the cabinet in the local market, in the '90s, thanks to the contribution of Modenese Renzo and his brother Francesco, the company started opening to the foreign market. This was the turning point.

Sub-sectors affected:

- X Carpentry (2nd Transformation)
- X Wood and furniture sector in general
- X Others: a) Lumber industry and related.
b) Design, construction and marketing of wooden structures.

| | |
|--|--------------|
| Costs | € |
| (and/or investment, return on investment, employment indicator...): | 30 employees |

Implementation Process:

In nearly 200 years, the mission of the company has been carrying on the tradition with consistency, innovation and expertise. Over the years, the internationalization of the company allowed an efficient growth and the gradual recruitment of new staff. The managing direction is oriented to control the corporate activity through a right balance between centralization and delegation: a real autonomy to achieve the objectives is left to the heads of the various business functions.

Employees are encouraged to improve their productivity through a system of information and training. Their potential is constantly monitored. In special forms are recognized: the training coaching or needs, activities actually performed; the learning outcomes achieved and the skills acquired. In addition, it monitors the degree of decision-making autonomy, the problem solving ability and the capability to organize their work. To ensure that the people of each production department are reliable and motivated, the company has established a system of procedures, job descriptions and written instructions (specific for each department) and tasks described as clear as possible. The aim is also to ensure the coaching from more experienced colleagues and daily meetings about problems found in order to enhance interpersonal relationships.

Initiated practices:

The company's philosophy gives great importance to vocational training and all human resources involvement, developing training programs and refresher courses.

Results:

The company is aware of the importance to offer their employees opportunities for personal and professional growth. Allowing an increasing degree of decision-making autonomy and empowering their skills through interchangeability of roles, it increases the understanding of the business operation as a whole. The company invests in staff training so that the employees are aware of the importance of their professional and personal contribution to the growth of the company. It stimulates the empowerment of entrepreneurial skills and attitudes.

For several years the company has implemented a system of control, prevention and protection of worker safety in the workplace. This system, combined with the

Quality one, is based on the core concepts of knowledge, awareness and responsibility. After the numerous missions abroad, all the employees are informed on the results obtained in exhibitions, promotions or visits to customers or potential ones. During these meetings are discussed both the successes and the non-compliance occurred during the various stages of production (from a quality point of view, or a lack of communication) with the aim to set new goals. These indicators are monitored through regular internal audits.

For what is worth, the company is certified by the following: Quality Management System ISO 9000 :2000, UNI EN ISO 9001:2000, ISO 9001:2008, GOST RUSSIA, EUROISPEKT CROATIA.

Recommendations:

A key element the company is focused on is to improve the information flow between employees. The goal is to strengthen coordination and communication within the team. In order to do this, the proposed actions include the increase of the degree of the computer system expanding the existing management software, the increase of the opportunities to communicate and share the results related to productivity, in order to increase the empowerment and involvement of employees and the further improvement of the response time to suggestions coming from employees regarding dysfunctions and possible improvements within the company.

Conclusions:

- Internationalization
- Human resources management

Keywords:

- X Training
- X Processes
- X Marketing