Microsoft

#SmartWork SmartLife @Microsoft

Our Journey

"With the courage to transform individually, we will collectively transform this company and seize the great opportunity ahead"

Mission

Empower every person and every organization on the planet to achieve more

Worldview

Mobile-first

Cloud-first

Strategy

Build best-in-class platforms and productivity services for a mobile-first, cloud-first world

Ambitions

Reinvent productivity & business processes

Build the intelligent cloud platform

Create more personal computing

Our Aspire-To Culture

Great people drive our business success

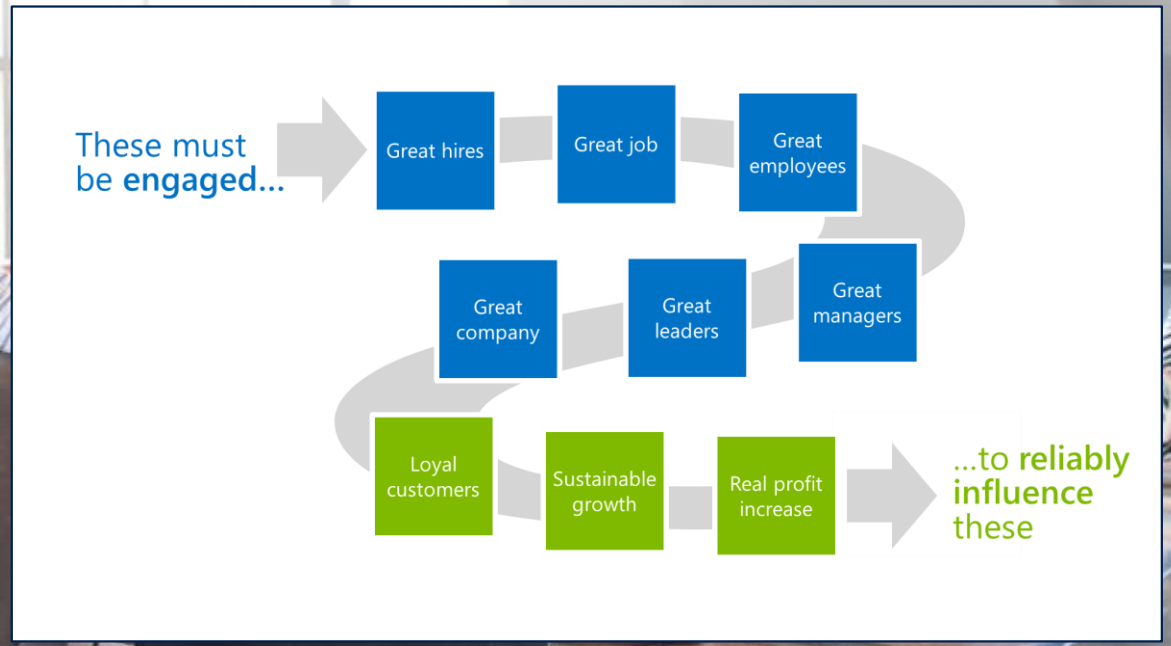
So we strive to create an environment where employees feel empowered and inspired

Culture

Talent

Leadership

Management

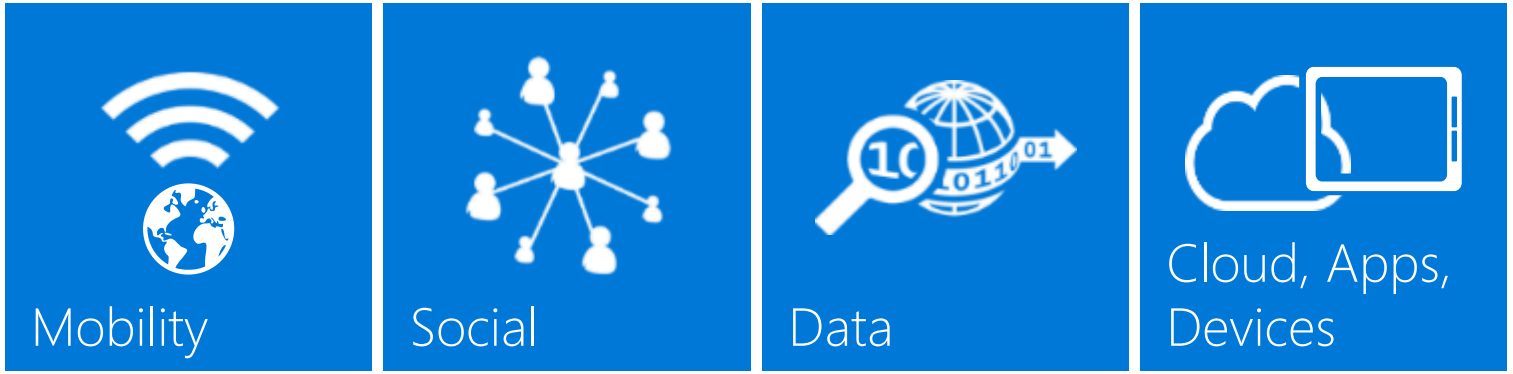


Transformational trends

"HR should respect its heritage, but shape a future."

Source: The RBL Group, 2012 HR Competency Model

Today's trends have changed the way in which everyone, including HR professionals, **think** **and do** their work.



A New World of Work

Culture & Values

Integrity and Honesty

Open and Respectful

Self-Critical

Accountable

Big Challenges

Passion

Workplace

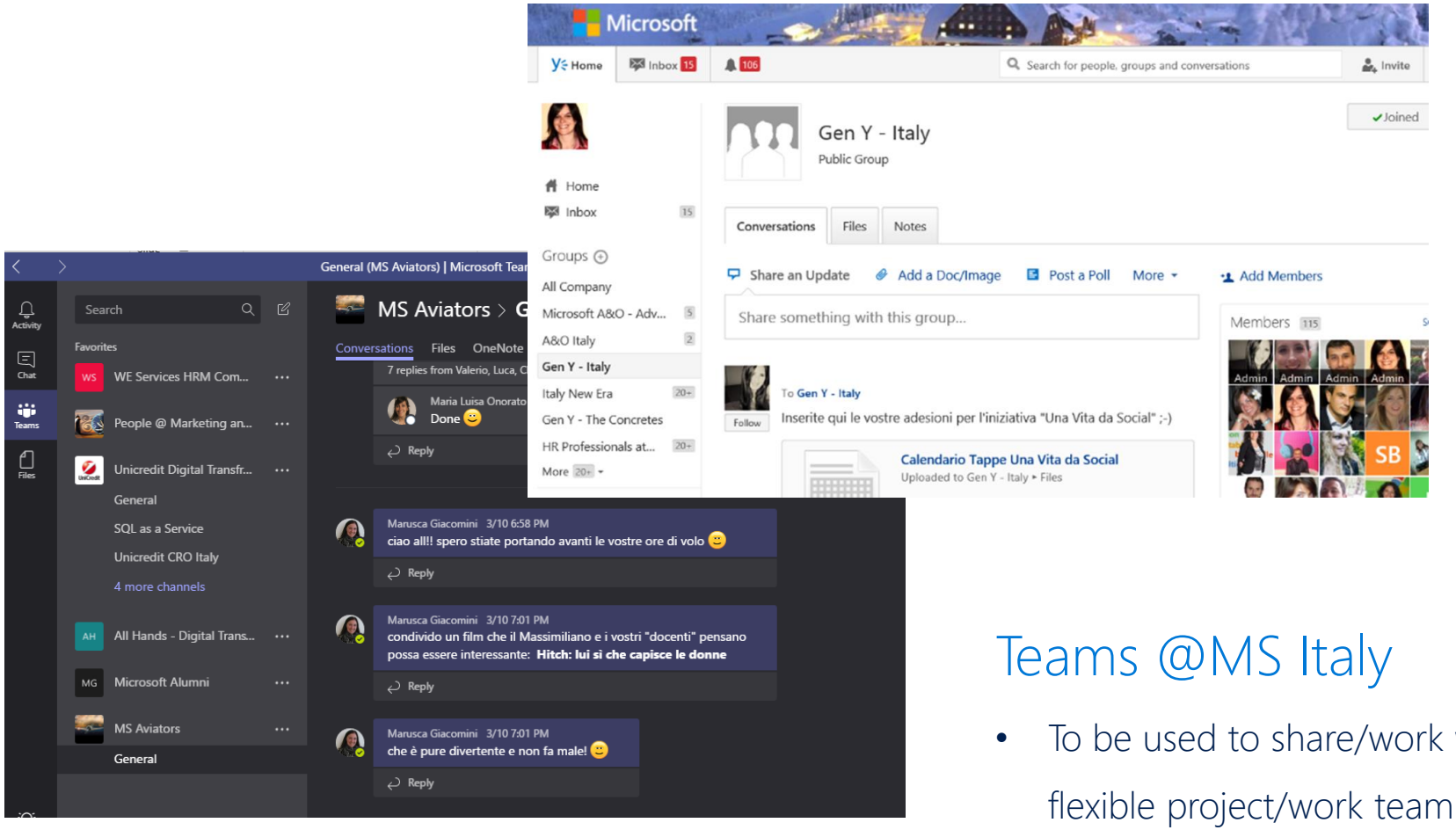
Microsoft believes work is something you do…

… not somewhere you go

Activity-based working

Technology: Modernize communications to improve reach

Extend workforce productivity to everyone in the organization



Community @MS Italy

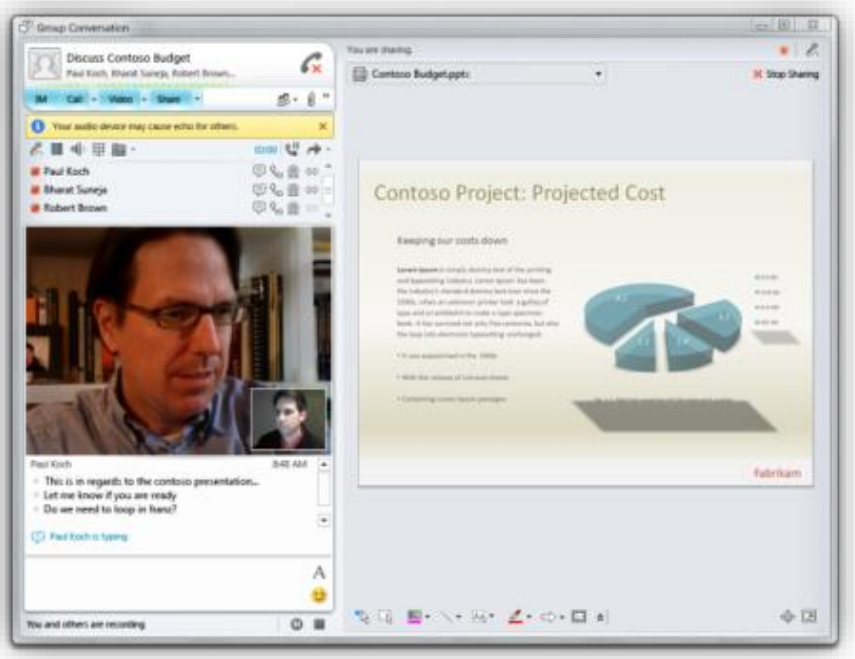
- **Consumer** Community
- **Donne on the rise** Community
- **Generation Y** Community
- **Italy Alumni** Community
- **Italy high potential** Community
- **Managers** Community
- **Technical** Community
- **Winning in sales** Community

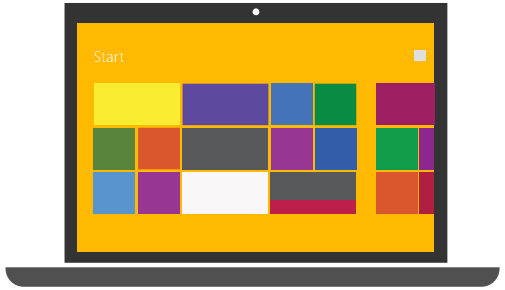
Teams @MS Italy

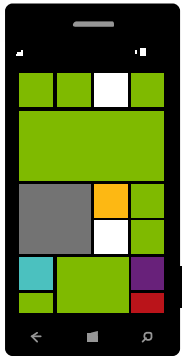
- To be used to share/work within flexible project/work team

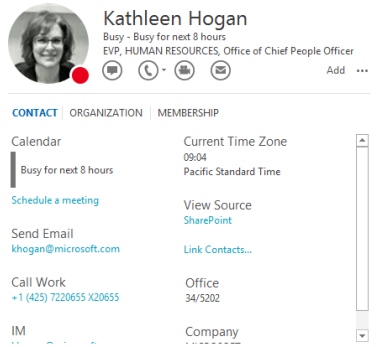
Technology: Modernize communications to improve reach

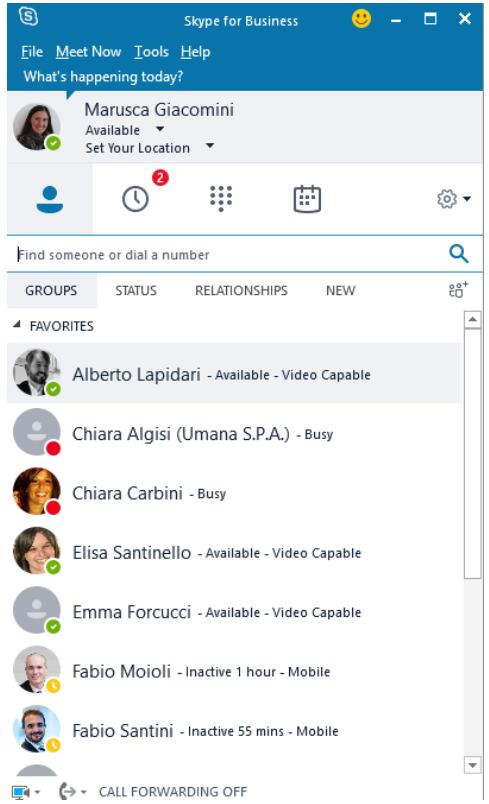
Extend workforce productivity to everyone in the organization



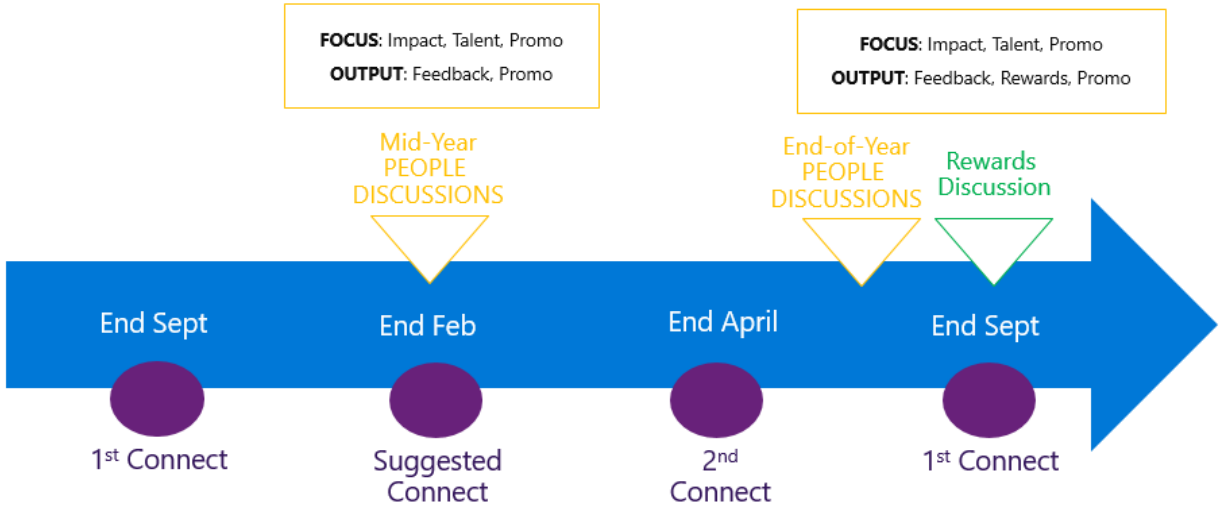








HR Policy & Management by Objectives



FOCUS ON

SCORECARD TO DRIVE LONG TERM SUCCESS

History & Results

Our Journey

2005: Home Working & Home Office Policy

2009 and 2011: New Office in Rome & Milan

2016: Smart Working Policy 2.0

- New policy, more flexible and easy, designed by a V-team.
- Specific training for managers (MEC).
- Surveys to all employees and daily survey to "Angels" to measure impact of new policy
- Launch Event of New Office during Company Meeting

FY17: Microsoft House

Microsoft House

- *Angels* team to support everyone during transition
- Dedicated Managers Meeting
- Surveys to all employees to involve into the change also to name the New Building
- Opening in February 2017: meeting and visits organized for ees families, customers and partners

EXTERNAL RESULTS

Il risultato/1. La prima classificata

Microsoft, per i collaboratori mix di libertà e responsabilità

GREAT PLACE TO WORK. Best Workplaces Large Companies 2014 Italia

R.it

La nuova sede Microsoft a Milano, scrivanie condivise e reception virtuale: "Un edificio 4.0, aperto alla città"

Gli interni della nuova sede (fotogramma)

WIRED

Microsoft House, nel centro di Milano apre il tempio del digitale

Microsoft