



#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



Reinvent productivity & business processes



Build the intelligent cloud platform



Create more personal computing

Ambitions

Our Aspire-To Culture

Growth mindset



Customer obsessed
Diverse and inclusive
One Microsoft



Making a difference

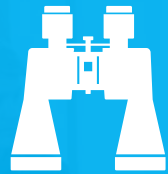
Great people drive our business success

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

Culture



Talent



Leadership



Management



These must
be engaged...

Great hires

Great job

Great employees

Great company

Great leaders

Great managers

Loyal customers

Sustainable growth

Real profit increase

...to reliably
influence
these

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.



Mobility



Social



Data



Cloud, Apps,
Devices

A New World of Work



Culture



Workplace



Technology



HR Policy & Mgmt
by Objectives



Culture & Values



Integrity and
Honesty



Open and
Respectful



Self-Critical



Accountable



Big Challenges



Passion



Workplace

Microsoft
believes
work is
something
you do...

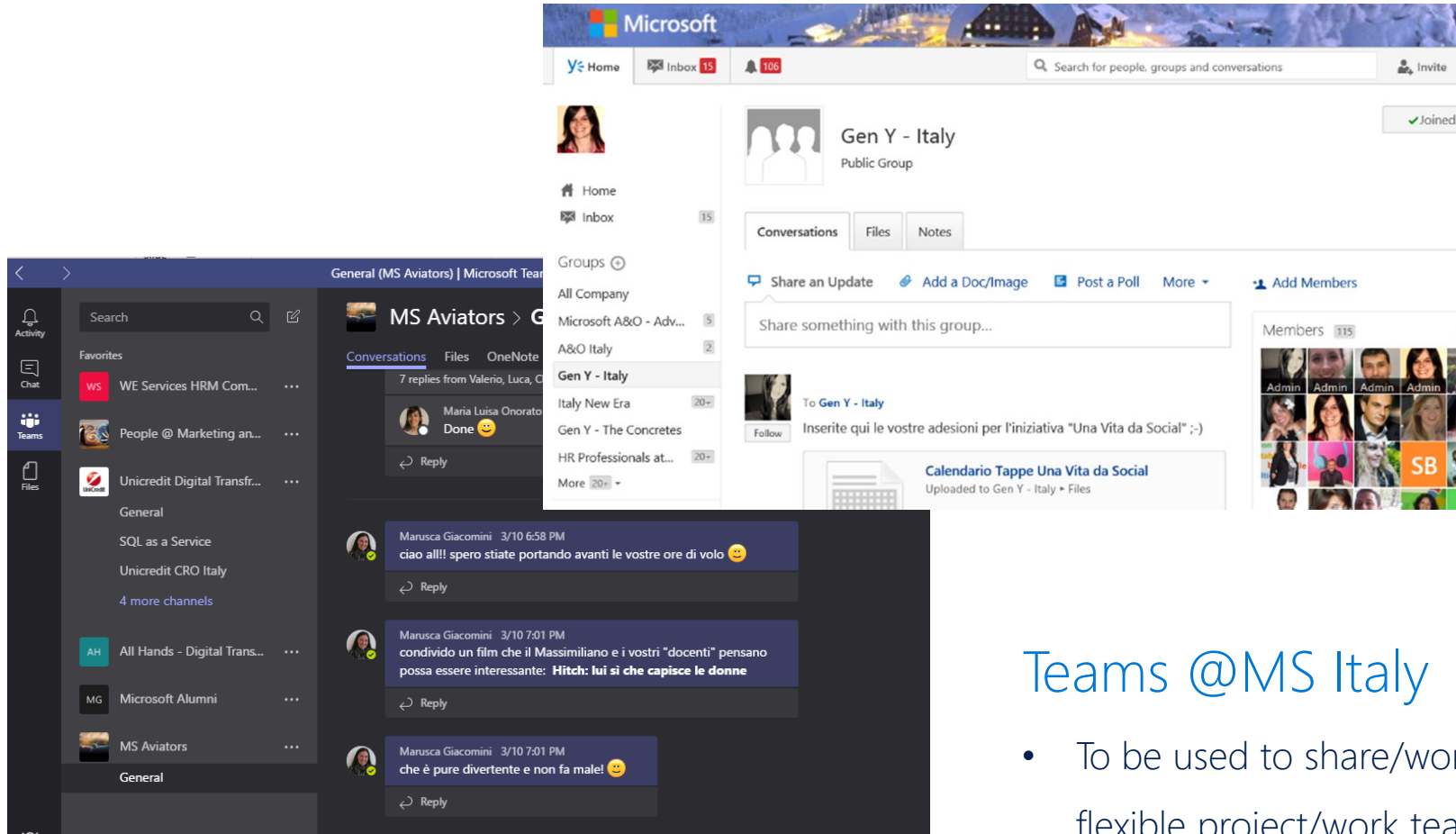


... not
somewhere
you go

Activity-based working

Technology: Modernize communications to improve reach

Extend workforce productivity to everyone in the organization



Community @MS Italy

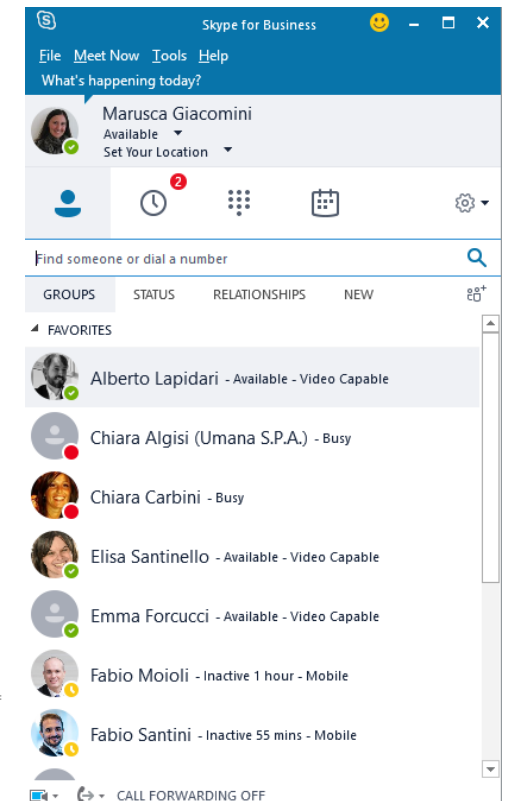
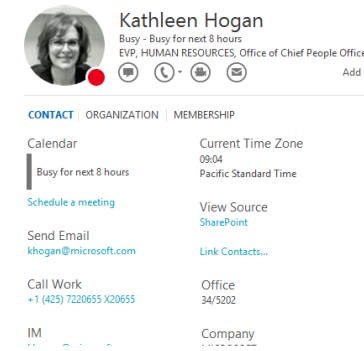
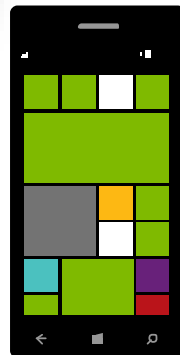
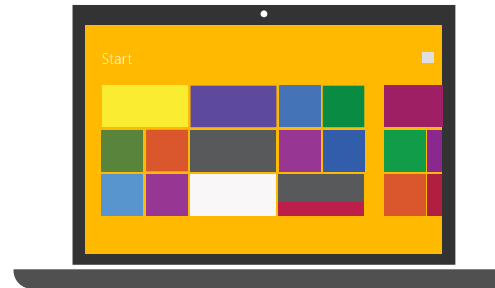
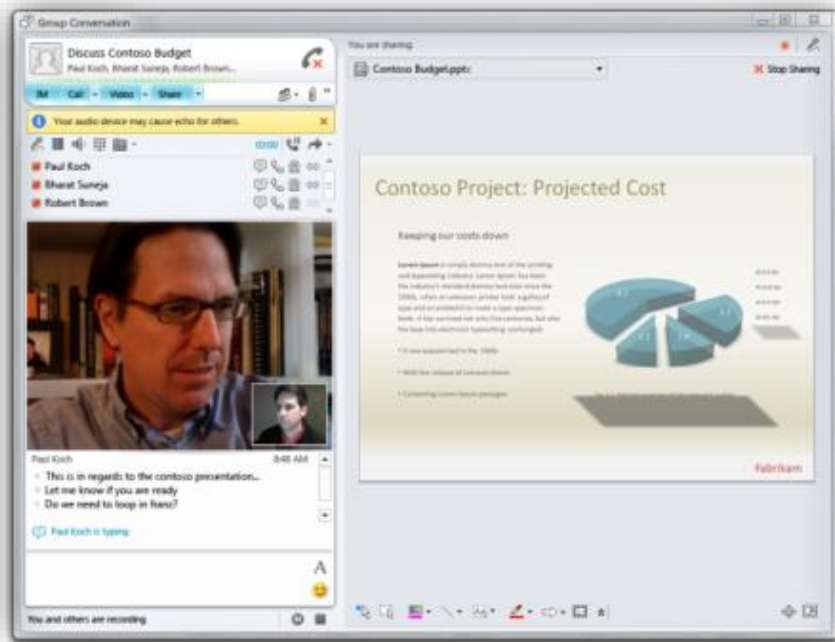
- Consumer Community
- Donne on the rise Community
- Generation Y Community
- Italy Alumni Community
- Italy high potential Community
- Managers Community
- Technical Community
- Winning in sales Community

Teams @MS Italy

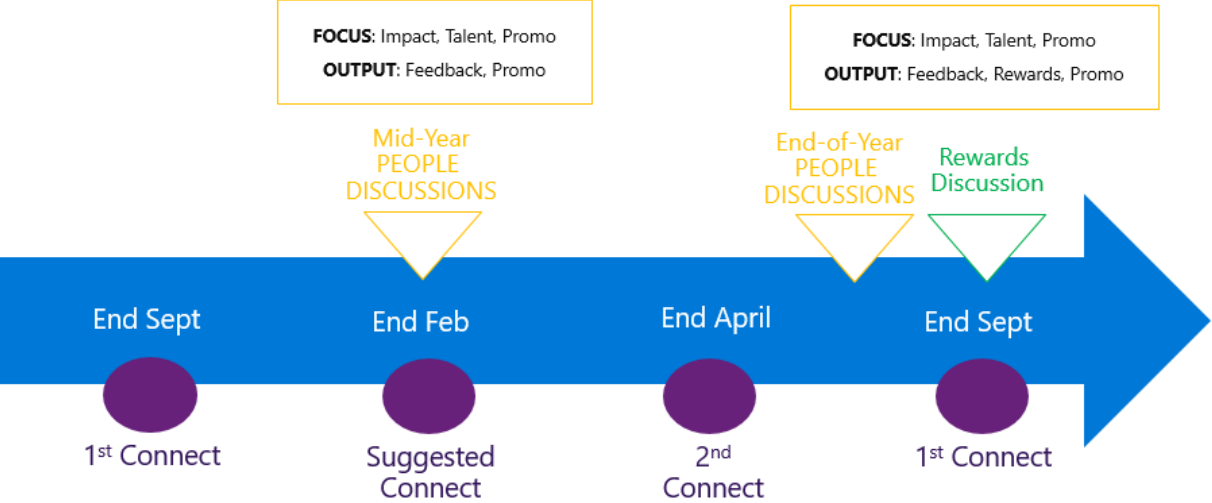
- To be used to share/work within flexible project/work team

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

Windows Tablet, and Surface	Win in the Cloud with Office 365	Net Revenue
Windows Store of Devices	Office 365 Assigned Users (Current)	Contribution Margin
Total B2B Attach	Office 365 Assigned Users (Available)	SQL Server Premium Win/Loss Revenue
Local B2B Attach	Office Deployment in Enterprise	Low Value Deals (LVD)
Pro B2B Attach	Revenue Enterprise Network Wins	Dynamic Win/Loss Revenue
Office (Managed) Users	System 2, Term Signed Win/Loss Rev	Win/Loss External Win/Loss Revenue
Windows 10, R1 Deployment	Windows Server Hyper-V Deployment	Managed Win/L - (MWS)
Windows Store activation	Windows Store Win/Loss Revenue	Unmanaged Win/L - (UWS)
Win Contribution Margin		
Online Advertising Revenue		
Windows 10 Top Connected Apps		
Total Action Apps		
Windows Store Top Apps		

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



- *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



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



WIRED

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

