

Riccardo Paterni

Entrepreneur at Synergy Pathways Innovation and International Business Development

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Summary

My motto is "Innovation Through: Knowledge for Action & Action for Knowledge - Stimulating Critical Thinking, Facilitating Practical Action!"

I define myself as an 'ideas and practices entrepreneur' focusing on concretely contributing to fulfill the potential of growth and continuous improvement of small to mid sized organizations. I do that by identifying, understanding and releasing the real potential of people from a cross cultural global perspective: stimulate the unleashing of creativity and genuine innovation. All of this driven by an aware sense of authenticity and self-knowledge practiced on a day to day basis.

The globe is more than ever an opportunity for self knowledge, progress and actual lasting growth! I am lucky enough to experience all of this directly from an actual diverse global perspective on a daily basis. Connecting companies and people across countries and continents to progress together has become a way to value and constantly develop my know-how and my experience. The world is not flat! It is powerfully filled with colors, diversity and opportunities! Let's develop them together!

In particular I focus to develop Innovation driven processes for Organizational and Individual Talent Development. My latest book, of which I am co-author together with Walter Sciacca and Samit Naik, focuses on the topic of Innovation Development inspired by automotive and Motorsport dynamics. I am currently working on it through global first hand research. Book title: FAST TRACK INNOVATION (fasttrackinnovation.it) .

Experience

ENTREPRENEUR & Co-founder at Synergy Pathways - Mumbai INDIA

November 2010 - Present (6 years 2 months)

International Business Development

Innovation Development

Co-founder - TALENT MANAGER at Synergy Pathways Motor Racing Academy

July 2012 - Present (4 years 6 months)

Unique International Motorsport Academy set to develop your karting / GT or single seaters career from all of the perspectives needed: driving, technical, fitness, network development, sponsors & finance, career management.

TALENT MANAGER & ADVISOR. Leadership, Individual & Group Development - Entrepreneurship Modules at University of Pisa - International Master in Business Administration

January 2010 - Present (7 years)

International MBA (in english and full time) at the University of Pisa

FACULTY MEMBER: Leadership & Communication at Mastercarta & Cartone

November 2013 - Present (3 years 2 months)

Master for the development of professional competencies within the Paper & Cardboard Production's economic sector at national (italian) and international level

Entrepreneur & Founder - Organizational Development & Human Capital Development Services at Professione Lavoro ® - Lucca, ITALIA

January 1999 - Present (18 years)

Innovative consulting and training services for organizational and human capital development in Europe, the Americas and India

International Areas Coordinator at Cecorex - Member of the United Nations Global Compact - Cartagena COLOMBIA

October 2010 - Present (6 years 3 months)

Organization focusing on Business and Educational international development

Economics Editor of LEONARDO INTERNATIONAL NEWS NETWORK (Cecorex magazine)

Publications

INNOVAZIONE A TUTTO GAS! Da cento anni di Motorsport il carburante all'innovazione in azienda

LifePlan July 27, 2013

Authors: Riccardo Paterni

Riccardo Paterni racconta storie di successo di protagonisti del mondo delle corse che hanno sviluppato comportamenti vincenti validi anche per il mondo delle aziende.

Qual'è stata la vera innovazione di Enzo Ferrari alla base della nascita e crescita del mito?

Da cosa è nata la rivoluzione Lamborghini?

Tazio Nuvolari e Gilles Villeneuve, perché a modo loro sono stati 'motori' d'innovazione?

Da dove è iniziata la genialità gestionale del 'Boss Formula 1' Bernie Ecclestone?

In cosa consiste l'originale genialità di Adrian Newey, fattore chiave ai trionfi Red Bull?

Queste storie e molte altre in un libro che guida all'innovazione con riflessioni e strumenti adatti alle nostre aziende.

Rugby. Dal campo all'azienda. Oltre il semplice fare squadra (Rugby. From the playing field to the organizational field. Beyond simple teamwork)

Guerini & Associati April 2, 2009

Authors: Riccardo Paterni

Co author of this book.

Accogliere l'incertezza l'essenza della leadership (Embracing uncertainty. The essence of leadership)

Guerini & Associati

Authors: Riccardo Paterni

Italian edition editor and author to the introduction

Intelligenza Intuitiva. Il vero segreto di manager e imprenditori di successo (Intuitive intelligence. The real secret of successful managers and entrepreneurs)

Guerini & Associati

Authors: Riccardo Paterni

Editor and author of the postface to the italian edition of the book

Knowledge management strategies for business development

IGI - Global

Authors: Riccardo Paterni

Author of business case studies of the book; topics:

- 1) the development of Fiat engines in the USA
- 2) the reasons behind the demise of Toyota in Formula 1

Articles on several magazines and journals in Italian

Several

Authors: Riccardo Paterni

Publisher and editor of www.sapereperfare.it

Articles on several magazines and journals in English and Spanish

Several

Authors: Riccardo Paterni

Publisher and editor of www.knowledgeforaction.info

Leonardo International Network

CECOREX.org

Authors: Riccardo Paterni

Economics Editor

Observations, comments and ideas that I am lucky to gather and work upon from around the world...

My blog

Authors: Riccardo Paterni

Conferences & Seminars until 2012 (from 2012 onward on my blog)

Authors: Riccardo Paterni

Speaker and moderator to several conferences and seminars in Italy, USA and South America

"FAST TRACK INNOVATION" Motorsport & Automotive MANAGEMENT Inspiring Organisational & Process Innovation in BUSINESS (upcoming in 2017)

Life Plan June 2, 2016

Authors: Riccardo Paterni, Walter Sciacca, Samit Naik

Innovation has become a sort of buzzword: everybody talks about it because it is fashionable and it is perceived as the only concrete way to business sustainability during our ever changing turbulent times. Often it is confused with creativity and even more frequently it is addressed in vague inconclusive terms. The aim of this book is to bring entrepreneurial and managerial clarity on concepts and practices regarding the actual implementation of innovative projects. This is done through concrete insights rising from actual motorsport and automotive experiences. Both fields cannot afford creativity in itself, they need to rapidly transform it into innovation. A thesis of the book is that creativity turns into innovation only when it generates results on track and on balance sheets. It is a pragmatic approach inspired by actual interviews with global protagonists in both fields as well as eye opening anecdotes and project profiles. A new practical spotlight on innovation is set by perspectives brought in from real life experiences of visionary manufactures, focused technical experts, passionate drivers. A Fast Track to effective innovation is possible and for all-size-budgets.

INNOVAZIONE E PERFORMANCE. Nella scia di Ayrton Senna: scoprire e apprendere come dare il meglio di se

Life Plan April 2, 2015

Authors: Riccardo Paterni, Andrea Morici

Motorsport, performance professionali e aziendali viaggiano su binari paralleli in termini di complessità, continuo cambiamento e necessità di interventi risolutivi per il continuo miglioramento.

In questo e-book il parallelismo è ispirato in modo originale dalla proverbiale professionalità del compianto Ayrton Senna (che per molti versi innovò il modo di vivere il ruolo di pilota).

Strumenti pratici per identificare e gestire aspetti di miglioramento personale e innovazione aziendale.

Languages

English	(Native or bilingual proficiency)
Spanish	(Native or bilingual proficiency)
Italian	(Native or bilingual proficiency)
French	(Professional working proficiency)

Skills & Expertise

Motorsports
Leadership Development
Organizational Leadership
Change Leadership
Strategic Leadership
Educational Leadership
Team Leadership
Cross-functional Team Leadership
Vision Development
Vision Creation
Behavioral Training
Behavioural Change
Behavior Change

Organizational Behavior
Values identification
Values development
Practice of Values in Behaviors
Sports Management
Leadership analysis
Servant leadership
Talent Management
Talent Assessment
Talent Development
Talent Identification
Team Building
Team Management
Multicultural Team Management
Diversity Training
Cultural Diversity
Leadership in Motorsports Analysis and Development
Karting Talent Analysis Development Management
Personal Development
Teamwork
Coaching
Change Management
Executive Coaching
Mentoring
Management Consulting
Organizational Development
Organizational Change
Employee Relations
Employee Engagement
Process Improvement
International Business
Entrepreneurship
Leadership
Human Resources Management
Professional Mentoring
Self-starter

Education

London School of Economics

Programs part of the Master in Human Resources, 1998 - 1999

University of Wisconsin

Bachelors of Science personalized degree, "Dynamics in organizational environments" sociology, psychology, social change & development, 1992 - 1996

Istituto Tecnico Commerciale F.Carrara

Specialized High School Diploma, Accounting & Trade, 1984 - 1987

Interests

Karting car racing anything that goes fast!

Reading fiction and non fiction books in English Spanish Italian

Writing

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18 people have recommended Riccardo

"Riccardo is a truly mentor to me and I have learned a lot from him. I met him in University of Pisa where he delivered lectures on leadership and entrepreneurship, He is very organized , punctual and always came prepared to improve our skills and the projects we are working on in our MBA class. Here I would also like to add that he is very energetic, creative person and an incredible person who pushed me to do some of the best work that I have ever done e.g. Branding myself. He have a unique set of skills to motivate others, I am honored to learn form him."

— **TALHA RIAZ**, reported to Riccardo at Synergy Pathways - Mumbai INDIA

"I met Riccardo in Monza Circuit , and I have that feeling we have when we meet someone for the first time but you have the sensation to know him already.... The reason it is simple we both see the opportunities when they appear from a different perspective ... Riccardo is a real professional and he goes to the point in a matter of minutes, without wasting time... Thanks Riccardo for being a special person and I really hope we can do a lot of business together... See you around !!! Maybe in Mumbai soon"

— **Paulo Martins**, was a consultant or contractor to Riccardo at Synergy Pathways Motor Racing Academy

"I had a pleasure to choose Riccardo as a tutor for my master thesis. Riccardo has 20+ experience within a real business and leads Entrepreneurship, Personal Development, Leadership and Team Work modules within MBA program of University of Pisa, which makes his tutorial guidance highly valuable. Riccardo is very sincere and dedicated to teaching, he was always encouraging me to go further so that we achieve a better result. It is worth of respect that Riccardo sees his true professional mission in making his students duly trained so that to prepare them for further professional challenges in a highly uncertain and complex business context. Riccardo taught us a wide range of cutting age business concepts, as well as he always cared that we learn to step out of the frame, to think about people, to go and speak, to share ideas, to discuss, to ask questions and to synergize. "

— **Irina Panfilova**, worked directly with Riccardo at University of Pisa - International Master in Business Administration

"Riccardo has been my professor in the International MBA program at University of Pisa in which he is responsible for the Talent Management. His unmistakable approach is characterized by a great passion and

by the unique contributions that come from his professional experiences. Riccardo's life is a rich source of teachings and it's impossible not to notice when you know him. He's a sincere and trustful advisor and his entrepreneurial spirit is constantly revealed in every interaction and it's a great source of motivation and personal reflection for everyone around him."

— **Francesco Meca**, was Riccardo's client

"I met Riccardo during my MBA in university of Pisa as the first professor and I am happy we haven't lost touch. He helped me out in many of my difficulties in Italy which shows he is a caring person and as the career adviser and individual developer he helped me build up my self confidence and pushed me so I can move forward and I am glad he did. I can summarize what I learnt from Riccardo in one sentence that he once told me: "the right constructive attitude is paramount on this as on everything else." People leave marks on our lives and I am glad Riccardo's mark on my life is a significant one. "

— **Hossein Moghaddam**, was Riccardo's client

"I've had the privilege of working with Riccardo for little more than 4 months during the developing of my MBA master thesis based on the creation of a viable business plan for a consultancy company in Spain, and in that time Riccardo's was more than a tutor a business partner with clear and concise down to earth ideas to put in practice into the business plan thesis. He is also a pragmatic and realistic leader who seems to grasp ideas holistically whilst still taking note to the more acute details. I found this to be incredibly valuable during the entire process of the MBA as he was the program coordinator and the leader of the MBA Game Activity held at the end of the Master."

— **Leonardo Cova**, reported to Riccardo at University of Pisa - International Master in Business Administration

"Riccardo's work is helping to foster the next generation of leaders who are prepared to take on the challenges of building businesses globally. His counsel to the executives in the University of Pisa International MBA program is an integral part of their experience in helping them to establish lasting relationships that create a social network asset. Riccardo is dedicated to helping the MBA executives realize their full potential. We have worked together to create synergies between the PhD Plus and the MBA program across the University research community. His insights into the inner workings of the organization, how to best navigate through the challenges, and his focus on accomplishing win win goals inspire me to want to do more to advance the practices of business education. My recurring question is "why not try", Riccardo's mantra response is "let's get started now and this is how we can do it". Riccardo is a true entrepreneur in the sense that he applies his practical insights to innovating higher education, an area that is typically resistant to change. He clearly demonstrates how effective he can be at breaking through barriers and getting to the essence of the value and focusing everyone clearly on moving the projects forward."

— **Ray Garcia**, worked directly with Riccardo at University of Pisa - International Master in Business Administration

"Riccardo is my course coordinator. During the MBA period Riccardo has been always available for discussion and feedback at any time. He is a very good leader and motivator, he ensures that the students are regularly being challenged to grow and learn, providing tools and advisers that guarantee that students are constantly pushing the envelope of their potential and professional growth. His strengths come from a depth understanding of the success factors to develop leadership, business generation projects and teamwork topics."

— **Angela Rossana Cubillos Alfonso**, reported to Riccardo at University of Pisa - International Master in Business Administration

"Riccardo was my course coordinator and tutor of my project work. During the period he helped to bring out the best and above all he is good motivator."

— **Vijayakumar Shanmugam**, reported to Riccardo at University of Pisa - International Master in Business Administration

"Riccardo went beyond and above the call of duty as a professor to teach his students the dynamics of business. His main focus was alternative but effective strategies. I recommend him without any hesitation for consulting, mentorship and training."

— **Edward Obi**, was with another company when working with Riccardo at University of Pisa - International Master in Business Administration

"I have had the opportunity to get to know and collaborate with Riccardo several years ago. He is a person unquestionable from a human point of view, Riccardo is a real professional with team working, strategic and problem solving skills. He is very prepared and always up to date on things. Riccardo has managed to share a sense of strength and determination that have led him to be a concrete, dependable and credible professional in his field. It has been a real pleasure to collaborate with him and I strongly advise his work as consultant."

— **Claudio Petroni**, *Socio fondatore, Global Service s.r.l.*, worked directly with Riccardo at Professione Lavoro ® - Lucca, ITALIA

"I have met Riccardo many years ago when his company found a skilled professional employment at Biagioli for me. For a series of successful circumstances we stayed in touch and I was able to attend his professional development. He is an eclectic person, he has the ability to carry his passions in his profession, thanks to his intuition. And I think this a considerable fortune that not everyone has. Riccardo is a detail-orientated individual with a passion for anything he does. He is a bright and dynamic individual with innovative ideas and an excellent work ethic. His professionalism and his experience will lead him very far I would have no problems recommending Riccardo for any position or activity he may pursue and wish him the best in all her future endeavours"

— **Barbara Milani**, was Riccardo's client

"I have known Riccardo for several years both personally and professionally as we have both worked at Fabio Perini S.p.A. in the past. Riccardo is a very enterprising person, a capable decision maker with a strong ability for getting along with people. In the years I have worked with him, I have seen him tackle projects with great spirit of initiative, pro-activeness and a positive outlook."

— **Walter Tamarri**, was with another company when working with Riccardo at Professione Lavoro ® - Lucca, ITALIA

"Was a pleasure working with Riccardo. A real expert on his matter. More specifically he supported us to coach a management team involved in strategy communication. Riccardo helped the management team members, to create a compelling approach for engaging the team, improving the communication effectiveness and contributing to the successful execution of the overall strategy plan."

— **Filippo Monastra**, was Riccardo's client

"Focused and Gets to the point. No fancy stuff and very much practical."

— **Samit Naik**, was with another company when working with Riccardo at Professione Lavoro ® - Lucca, ITALIA

"I have found Riccardo to be a very creative and knowledgeable thinker and writer. When he commits himself to a project or an outcome, it will be accomplished. Riccardo is also a very driven individual who adheres to the highest values. He opened many doors for me in Italy, and without him I would have never found them and I'm thankful for that."

— **Meir Russ**, was with another company when working with Riccardo at Professione Lavoro ® - Lucca, ITALIA

"Riccardo is a very clever and creative specialist in human resources and entrepreneurial organisation. He always studies and writes very interesting articles on management behaviour and change chances. He is loyal and cooperative, but he has a strong attitude to the leadership of the group. He loves to be a counsellor and to discuss every aspect of a topic and or problem."

— **Alida Maria MARCHESE**, was with another company when working with Riccardo at Professione Lavoro ® - Lucca, ITALIA

"Riccardo's module is one of the most impressive module during my MBA program in Pisa. He always came to class with his best effort and passion and he supported us to contribute to the lesson with our own experience and knowledge with his respect to the multinational environment. Moreover, he has a very deep understanding about the business environment over the world at this moment. Therefore, his lessons are really useful and attractive to us."

— **Tu Minh Nguyen**, studied with Riccardo at London School of Economics

[Contact Riccardo on LinkedIn](#)