

Today on **#STORIEIDeali s** we will talk about **Stefania Gavazzi** and her team, who are getting great results in Emilia Romagna.

1. Let's start from the beginning, a Tuscan who is the Development Manager in Emilia Romagna. How did it happen?

In 2012, after 12 years in Tuscany as Development Manager, the Company has offered me a challenge, because it was a new role for me, in a new environment. I was really in my comfort zone but I decided to take the risk, mostly because I wanted to see what I could accomplish.



2. What was the atmosphere when you first arrived?

The guys in Emilia Romagna had no Development Manager, so they were more independent. There was no real team and no one who could highlight their talents and stimulate them.

3. Today, we know that the atmosphere has really changed. Is that because of you?

It's because all of us worked hard. I've seen my team changing, during this year and a half. We're contaminating ourselves with ideas and behaviors. When I arrived at the branch, I gave them my message: you need to use your work time carefully and in a smart way, you don't need to stay in the office all night long if you can organize yourself. Life is not work, and this particular work is done in the proper way if you have fun and feel free.

4. We've heard a lot about your team meeting; what are they?

Initially, we had one-to-one meetings, and we only talked about results. Some time ago, we've decided to set them up as collective meetings. Each participant has his time to act as Development Manager, and he can analyze the topic he wants.

5. Why did you change them?

I need their point of view. I know that what I see or feel, can be drastically different from what my colleagues see or feel. I want them to feel important. My job is also to make my resources grow, there will come a time when they won't need me anymore. We're just anticipating that time.

6. The first self-managed team meeting has just ended. How did it go?

It's been great. Every opinion matters, every point of view is important. I want my colleagues to feel important and useful. They are much more prepared than they think..