



OUR 2023





OUR 2023 CONVENTION



Giampiero De Angelis
President and Managing
Partner - Ria Grant Thornton



The Ria Grant Thornton Convention 2023 was held in Milano Marittima from 12 to 14 December 2023.

For three days, in the stunning surroundings of the Marepineta Resort in Milano Marittima, all attendees had the chance to take on board the values, team spirit and feeling of belonging that are such an important aspect of our company and network.

Four main macro-themes were discussed over the course of the three-day convention: team building, sustainability and inclusion, current geopolitical situation and lastly the culture and international growth of our network.

“Trophies are won in training, they are only collected at the match”: with this personal motto, the former captain of the Italian national volleyball team, Maurizia Cacciatori, opened our convention by retracing her experience and describing the

sacrifices, challenges and hurdles she had to overcome during her career that enabled her to achieve major goals. “Being the captain meant always challenging myself, accepting responsibility, managing stress, training understanding and learning to adapt my team to change. Sport has taught me that communication and a shared goal are essential for a winning team”.

Plenty of time was then given over to current issues such as sustainability and inclusion with a special session also focusing on artificial intelligence thanks to the speeches made respectively by Mr. Alessandro Fusellato CEO of Grant Thornton Consultants, Mr. Stefano Fanigliulo, *Head of Marketing & Business Development of Valore D*, an association that our company has signed up to, and by our partners from Grant Thornton Blue Roberto Brunati and Davide Levorato.



In our profession it is instrumental and essential to be able to provide prompt and effective answers to clients in a context that is constantly undergoing regulatory and geopolitical changes. Mr. Matteo Bressan, an analyst and member of the NATO Defense College Foundation and the Honourable Luigi Marattin provided an in-depth assessment of the issues linked to the



These important group and sharing opportunities, enable us to establish the increasingly strong professional and personal bond that makes us stand out.



current geopolitical situation and macro-economical dynamics while Mr. Riccardo Maria Monti, Chairman of Triboo Group, further addressed the issues of exports and Made in Italy.

Karitha Ericson, *Global Leader – Network Capability & Culture of Grant Thornton International Ltd*, and Ms. Raffaella Cavallucci, *HR executive of the Ria Grant Thornton Group*, discussed the importance of enhancing the culture and human capital to promote the growth of the network and of our group. A positive example was presented by the CEO of *Grant Thornton Spain*, Ramon Galceran, who in just a few years has managed to develop the Spanish member firm and thus receive the “firm of the year” award from our network, during the world convention held in Tokyo during the month of October. The quality of our audit work as a catalyst for growth was the issue tackled by our partner Mr. Angelo Giacometti, head of Risk Management Quality Control, and by Mr. Marco Santi, lecturer at Milan’s *Cattolica del Sacro Cuore University*, who underscored the session on assurance service quality held by Trent Gazzaway during the Tokyo convention.

The Convention was wrapped up with an entertaining Gala dinner and the Christmas party.





2023 - OUR EVENTS

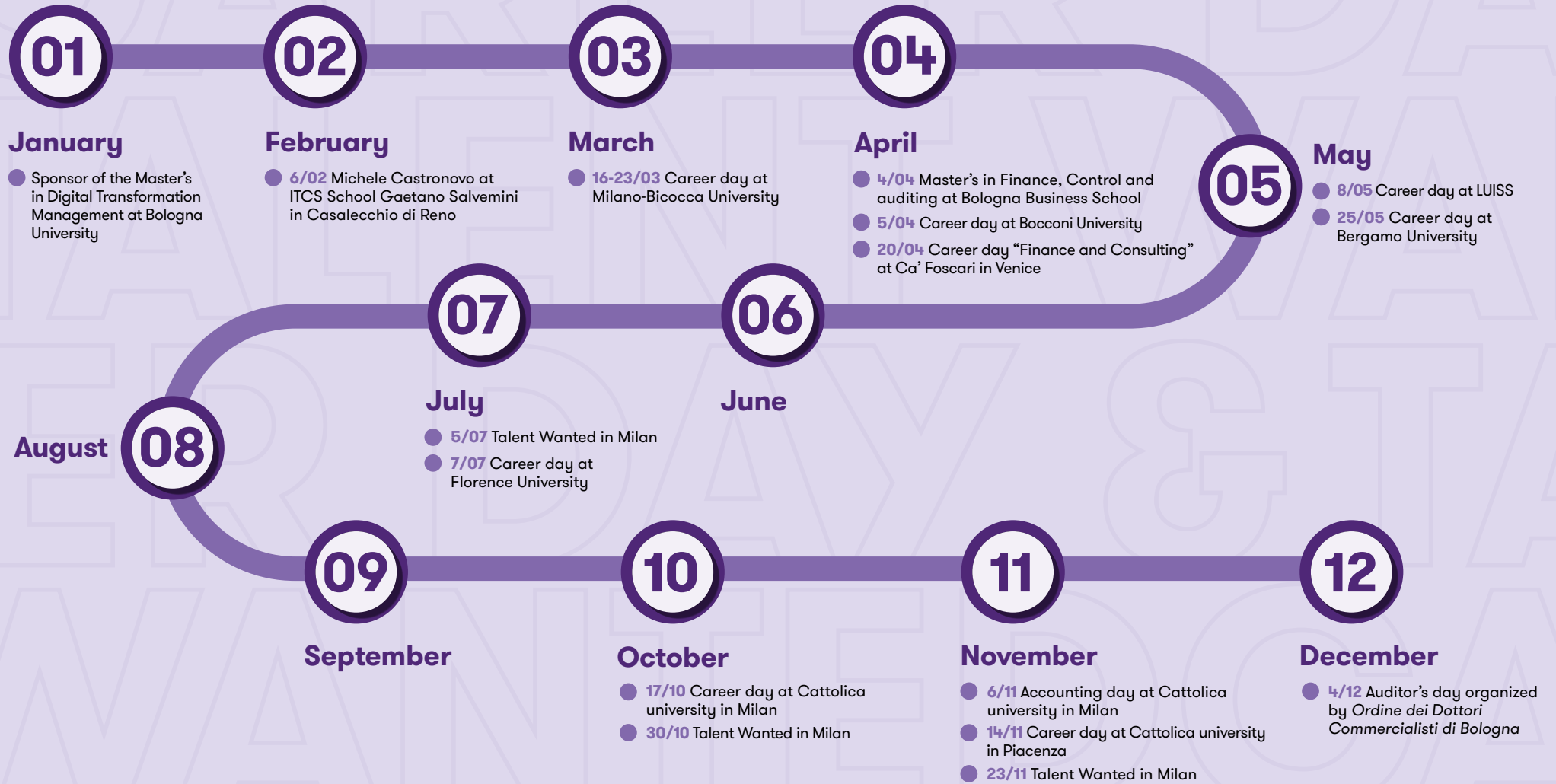


[Click to learn more about each event.](#)



2023 – OUR CAREER DAY

[Click to learn more about each event](#)



Il nostro
2023

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The impact of values on our life and organisational development



Raffaella Cavallucci
HR Executive - Ria Grant
Thornton Group

The latest Grant Thornton Convention in Milano Marittima provided an exceptional opportunity to meet up. They were three days of playing and sharing, addressing both current and across-the-board issues, but more than anything else a chance to meet, exchange views, strengthen and create relationships which, it has to be stressed, require physical contact and direct presence.

Why is it so important to find opportunities for in-person meetings?

It's worth noting that only 7% of communication is verbal, in other words based on the words we use. Communication is almost all para-verbal (the tone of voice) and based on proxemics, in other words on how our body interacts with people and the space around us.

Therefore, it's the body and not the words that do our communication for us.

Therefore, meeting in these situations is tantamount to getting to know each other,

and creating spaces for even stronger relationships.

These events are extremely valuable as a way to reiterate the values and best practices on which Grant Thornton relies - because it is essential that our claimed values must be backed up by **the values displayed by our actions, and therefore all those concrete actions that create well-being and development for oneself and for others.**

During the Convention we focused on values and the kind of impact they have on our existence. It's worth going back over this issue - Why is it so important to identify one's value framework? Because it represents our guidance system, the compass that directs our choices and enables us to understand the meaning of our actions.

Values can be universal, such as joy, love or peace, or cultural - and are therefore reflected in our institutions and educational systems - but it's our Personal Values that shape our life and career choices.





“

We ask ourselves “What is within my power?” - but also - “What is my impact on the context, based on my role and my personal characteristics?” “How can I provide a valuable contribution, for myself and others?”

”

How, therefore, can well-being and development be created?

By **aligning organisational values and personal values.**

If I’m aware of what guides my decisions then I can identify the values that apply to the “social bubble”, meaning in this case the workplace that I’m immersed in for a large part of my day. I can reach my own decisions and tap into my aspirations and desires - which puts me in a position to be able to express them and create a virtuous cycle of communication with my colleagues and superiors, which can help me to make them come true.

Lastly, I can establish to what extent my personal inclinations are in tune with how the roles and projects are perceived within the organisational context, enabling me not only to understand the quantitative parameters linked to performance, but also, more importantly, the process by which one achieves the various goals.

The “how” then becomes an instance of everyone’s core values and this is the most precious of assets. How can we hold on to it?

By being aware that we are all valuable contributors and that we are all responsible, each for his or her own part.

In every situation, but particularly in critical stages, we ask ourselves “What is within my power?” - but also - “What is my impact on the context, based on my role and my personal characteristics?”. “How can I provide a valuable contribution, for myself and others?”.

Acquiring a point of view certainly means taking responsibility for our scope of action but, upstream of this, it means referring to one’s own personal power, that which makes us aware of our amazing ability to deliver.



The secondment experience thanks to Grant Thornton

Rebecca Vanni, a senior at our Bologna office, describes her secondment experience in Barcelona in front of GTIME microphones



Rebecca Vanni
Senior - Bologna office



1 What inspired you to embark on this experience and why did you chose Barcelona?

There were a number of reasons that led me to embark on this adventure: firstly, the desire to undertake an international experience played a major role; the idea of engaging with a different culture and broadening my professional skill set made the opportunity irresistible. Plus, my partner is from Barcelona, which made the decision even easier.

2 Was it tough to get used to this new environment?

Finding my feet in this new context was a truly thrilling journey, even though at the beginning every step was a challenge. The first days were a combination of excitement and mild anxiety. Of course, overcoming the language barrier and having to face the challenge of being the “new kid” in the office was not easy, but enabled me to step out of my comfort zone and put myself to the test.



Rebecca takes us with her to Barcellona



**CLICK HERE
AND WATCH THE VIDEO**

GT TIME

3 Italy-Spain: are there differences in working methods?

The differences in working methods in Italy and Spain are plain to see, the organisation is completely different. It was “interesting” having to come to grips with this new style, but I gradually learned to appreciate its effectiveness.

4 Is it an experience you would recommend to your Italian colleagues?

Recommend this experience to Italian colleagues? For sure! It's an amazing way to broaden one's horizons, to learn new points of view and hone one's professional skill set but more importantly, it's a way to put yourself to the test. Entering as a senior in a completely different context may have seemed like an impossible challenge, but every day that passes I'm happier that I made this choice.

5 What do you miss the most about Italy and when do you expect to return?

I miss everything about Italy, from the family atmosphere to the food, my friends, even Italian music in clubs!! I don't know exactly when I'll be back, but certainly very soon!!

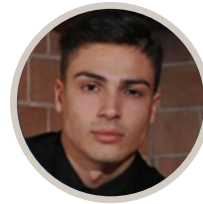
WELCOME ON BOARD

RIA GRANT THORNTON



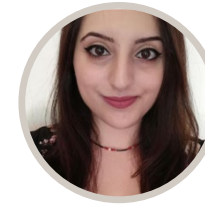
Bianca Vittoria Zinno

Hired on 04/12/23
as ASSISTANT at the
NAPLES office



Francesco Polidoro

Hired on 20/11/23
as ASSISTANT at the
NAPLES office



Federica Palumbo

Hired on 29/01/24
as SENIOR at the
NAPLES office



Patrizia Orlando

Hired on 18/12/23
as MANAGER at the
ROME office



Raffaella Cavallucci

Hired on 06/11/23
as HR EXECUTIVE at
the ROME office



**Aniello Simone
Ferrentino**

Hired on 04/12/23
as ASSISTANT at the
ROME office



Adriana Sposato

Hired on 11/12/23
as ASSISTANT at the
ROME office



Alessia Leuzzi

Hired on 13/11/23
as ASSISTANT at the
ROME office



Giada Bertazzo

Hired on 08/01/24
as SENIOR at the
BOLOGNA office



Vittoria Faccio

Hired on 04/12/23
as SECRETARY at the
BOLOGNA office



Marco Masoni
Hired on 29/11/23
as ASSISTANT at the
BOLOGNA office



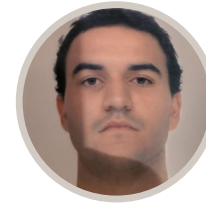
Gloria Nicoletti
Hired on 16/11/23
as ASSISTANT at the
BOLOGNA office



Gabriella Scarinzi
Hired on 08/01/24
as SENIOR at the
BOLOGNA office



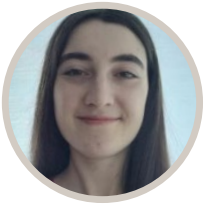
Giulia Celano
Hired on 27/11/23
as ASSISTANT at the
TURIN office



Alessandro Triberti
Hired on 15/01/24
as ASSISTANT at the
TURIN office



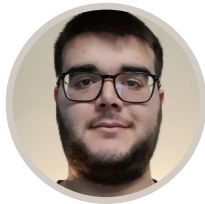
Giulio Marone
Hired on 05/02/24
as ASSISTANT at the
TURIN office



Giorgia Dutto
Hired on 05/02/24
as ASSISTANT at the
TURIN office



Annamaria Cucco
Hired on 15/01/24
as ASSISTANT at the
TURIN office



Andrea Savio
Hired on 16/01/24
as ASSISTANT at the
TURIN office



**Diego Stefano
Giudice**
Hired on 02/11/23
as ASSISTANT at the
MILAN office



Federico Zappa
Hired on 06/11/23
as SENIOR at the
MILAN office



Meryem Sahmoudi
Hired on 21/11/23
as SENIOR at the
MILAN office



Mauro Luca
Cremona
Hired on 20/11/23
as ASSISTANT at the
MILAN office



Marco Carlesso
Hired on 05/02/24
as ASSISTANT at the
MILAN office



Marco Di Girolamo
Hired on 15/01/24
as ASSISTANT at the
MILAN office



Elisa Ortichi
Hired on 15/01/24
as SENIOR at the
FLORENCE office



Giacomo Collina
Hired on 24/01/24
as ASSISTANT at the
BOLOGNA office



Lorenza Alpi
Hired on 05/02/24
as ASSISTANT at the
BOLOGNA office

WELCOME ON BOARD

GRANT THORNTON FDD
GRANT THORNTON CONSULTANTS



Mauro Scavarda
Hired on 04/12/23
as MANAGER at the
MILAN - FDD office



Niccolò Carracoi
Hired on 08/01/24
as ASSISTANT at the
ROME - GTC office



Eleonora Donadio
Hired on 04/12/23
as ASSISTANT at the
ROME office



Giorgio Guarino
Hired on 15/01/24
as ASSISTANT at the
ROME office



Sara Stracuzzi
Hired on 23/11/23
as ASSOCIATE at the
ROME office

BRIEFS FROM GTI

Grant Thornton UK appoints Malcolm Gomersall as new CEO

Malcolm has been working for Grant Thornton UK for over 22 years and has recently been appointed company CEO, replacing David Dunkley.

[READ MORE](#)

Sustainability report round-up

With a number of new sustainability accounting standards issued during 2023, it can be tough to keep up-to-date.

This article contains some of the more important points.

[READ MORE](#)

International Business Report (H1- H2 2023)

According to the analysis, carried out at a global level on managers of over 2,500 mid-market companies, during the second semester of 2023 one witnessed a drop in optimism by global businesses, down from 67% to 65%, with an even more marked decrease in Europe and Italy.

[READ MORE](#)

The 2024 edition of “Navigating the changes to IFRS” is now available

The review of the annual publication “Navigating the changes to IFRS: A briefing for preparers of IFRS financial statements” has now been published. The aim is to provide those engaged in the drafting of IFRS accounts with greater awareness of the changes that will influence corporate financial reporting in the future.

[READ MORE](#)

Leap in 2024: improvements, integration strategy and introduction times

Over the course of the last year, the Leap platform has been adopted by 99% of Grant Thornton network member firms, further improving the user experience and adding a whole range of new functions. Further improvements are expected in 2024 with an exploration of artificial intelligence among its priorities.

[READ MORE](#)

FINANCIAL FOCUS

Financial Focus is the Ria Gran Thornton’s quarterly newsletter that addresses the major relevant issue for banking and financial intermediaries, addressing areas of interest such as banking regulation, financial markets, risk management, anti-money laundering, the main legislative developments and lastly a specific focus on aspects concerning sustainability and supervised intermediaries.

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CONGRATULATIONS



Ilenia Montalto
SECRETARY
at BOLOGNA office
New mom



Salvatore Guadagni
SENIOR
at MILAN office
Passed the CPA exam



Paolo Minichiello
MANAGER
at ROME office
Passed the Auditor's exam



Valeria Bartoli
ASSISTANT
at ROME office
**Bachelor's degree in
"Business Administration"
with 110 honors**



Roberto Mininni
SECRETARY
at BARI office
**Bachelor's degree in
"Economics"
with 110 honors**

CONGRATULATIONS

In 2024 Ria Grant Thornton has decided to appoint Marco Gerini as partner, Katia Zampella as director and Ferdinando Greco as director with powers.

Congratulations and wishing them well for their future professional activities.



Marco GERINI

Registered in the Register of Statutory Auditors of the MEF, Marco has been working for our company since 2012.

He developed his experience in companies that operate in the trade, energy, services, real estate, banking and financial sectors.

Marco in his everyday work has developed multi-year experience in the legal auditing of financial statements and consolidated financial statements, expert reports and assessments, thus acquiring an in-depth understanding of national and international accounting principles (ITA GAAP, IAS/IFRS, US GAAP).



Ferdinando GRECO

Registered in the Register of Statutory Auditors and the Register of Chartered Accountants and Accounting Experts of Milan, Ferdinando has been working for our company since 2014. He has experience in financial statement and consolidated financial statement account audits based on Italian (Art. 2423 and following of the Italian Civil Code), international (IAS/IFRS) and American (US GAAP) civil regulations, Group reporting packages, half-yearly financial reports and closing financial statements of listed companies.

He also has proven experience in Due Diligence projects on behalf of institutional investors, Private Equity and Venture Capital funds, companies listed on the Milan Stock Exchange; as well as Capital Market and IPO projects.

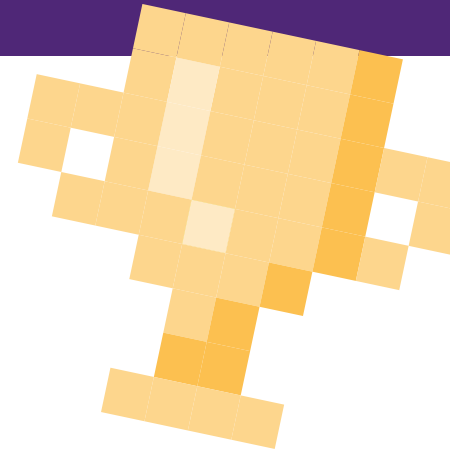


Katia ZAMPELLA

Registered in the Register of Statutory Auditors of the MEF, Katia has been working for our company since 2016.

She has acquired extensive experience in the legal auditing of financial statements and consolidated financial statements, acquiring an in-depth understanding of national and international accounting principles (ITA GAAP, IAS/IFRS, US GAAP). Katia has also engaged in financial due diligence activities and reviews of extraordinary acquisition operations, contributions, mergers and demergers carried out by client companies as well as company listing processes (A.I.M.).

During the course of her career she has also engaged in external lecturing and has collaborated in the creation of MEF courses designed to award training credits.



GT Communication Awards 2023

The communication team of the Ria Grant Thornton Group is proud to announce the winners of the **first edition of the GT Communication Awards 2023** for their contribution to communication activities and their enthusiasm in taking part in the group's social network activities.



THE VIDEO WITH MOST VIEWS ON INSTAGRAM

Luiza Martinez
(Turin office)



THE TEAM THAT HAS PROVIDED THE MOST TECHNICAL CONTENT

Sustainability team GTC



SOCIAL NETWORK REVELATION OF THE YEAR

Marco Gerini
(Florence office)



THE DEPARTMENT THAT HAS HELPED TO CREATE THE MOST SOCIAL NETWORK CONTENT

Milan Office



THE MOST APPRECIATED INTERVIEW ON LINKEDIN

Sonia Lenzi
(Florence office)



THE MOST APPRECIATED COUPLE ON SOCIAL NETWORKS

Michele Castronovo e Alessandro Fabbretti
(Bologna office)





GTIME

Quarterly newsletter, internal use publication

Project manager

Mauro Polin

Editorial coordination

Fabiola Mazzotta, Valentina De Simone

Consulting and graphic layout

T - Media House

People who have been collaborating on this newsletter

**Raffaella Cavallucci, Giampiero De Angelis,
Rebecca Vanni, Francesca Zanella.**

Contact us

redazionevertime@ria.it.gt.com

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Gtime is sustainable.
In respect of the environment,
no copy of the magazine is printed.

