



PRESS RELEASE

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INNOVATION AND DIGITISATION: ENEL RECOGNISED BY THE POLITECNICO DI MILANO AT THE HR INNOVATION AWARD

Enel received the prize for its "People Digital Transformation" project: digitisation becomes an enabling factor for the transformation of key HR processes

Milan, May 16th, 2018 - Enel is at the forefront of digitisation in the HR area: today the company received the HR Innovation Award from the Politecnico di Milano in the "People Experience" category at the conference "People 4.0: anticipate the future so you don't have to chase after it" organised by the School of Management of the Politecnico.

Specifically, Enel was recognised for its "People Digital Transformation" project: launched in 2017, the plan to digitise human resource management processes seeks to redesign the employee's journey through the different phases of corporate activity, taking advantage of the new opportunities offered by technology. At the same time, the project enables the innovative management of data to gain maximum value both to support decision-making processes and for more functional use of the information to support personal services.

"We are working to make the most of the opportunities that digitisation offers us with the aim of improving services for people and facilitating careers in Enel. The project is part of the major digital transformation process involving the entire Group, with a particular focus on people," said **Francesca Di Carlo**, Enel Group's Head of Human Resources and Organisation.

The project was structured in two different phases: an initial phase of 12 weeks was used to identify the areas of intervention, with a survey of internal processes and services involving all the company's employees. The second phase, which will cover all of 2018, involves the design and implementation of "Employee Journey" and "People Analytics", which touch on different phases of the working life cycle: from the experience of a new employee to the professional development of people, as well as access to the most frequently used personal services. The main benefits expected from the digital transformation programme are an improvement in employee satisfaction and the simplification of HR processes.

The award, which identifies Enel as a company that has distinguished itself for its ability to use digital technologies as a lever for innovation and improvement of key human resource processes, was accepted by Tommaso Girotti, Head of Enel's Data Competence Center-People Digital Hub, and Nicoletta Rocca, Head of Human Resources and Organisation of Enel's Global Digital Solutions.