



TELESPAZIO

New agreement instruments for turnover facilitation



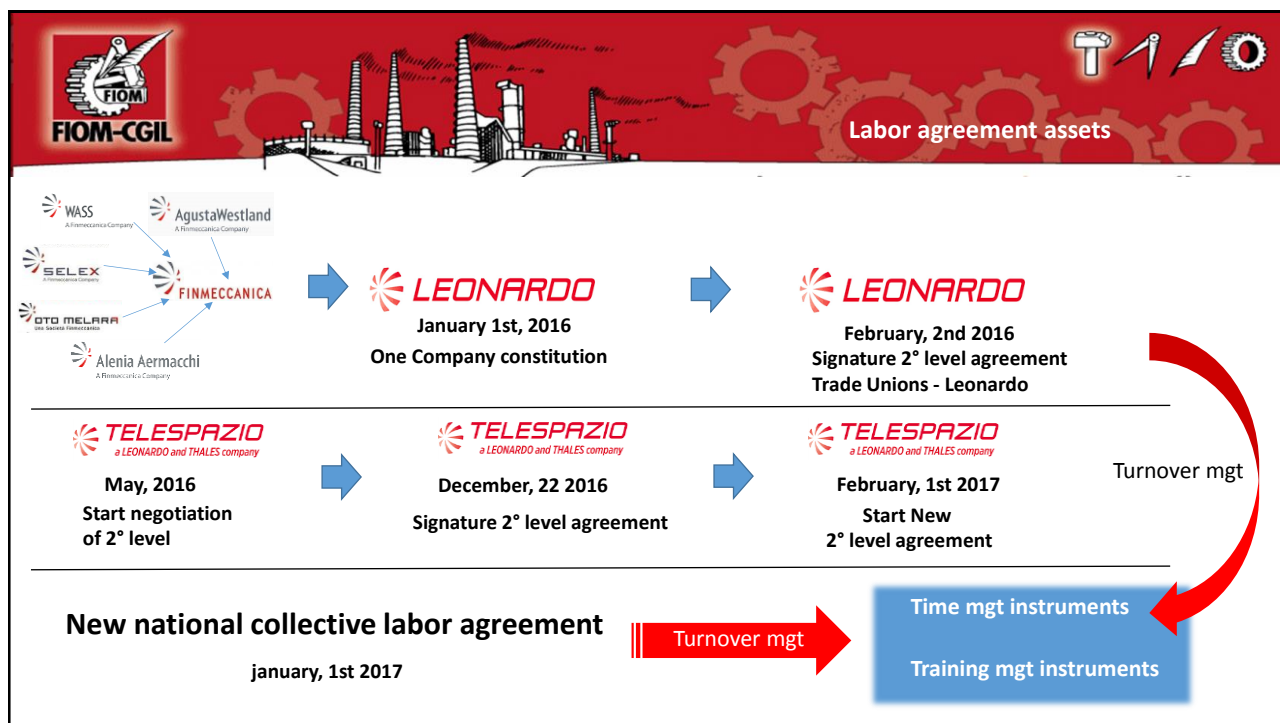
TELESPAZIO in the world



		 ANAS / TELESPAZIO COMPANY
	Telespazio Vega D	 GAFAG
	 spaceopal	
	Telespazio France	
	Telespazio Vega UK	
	Telespazio Iberica	
	Rartel	
	Telespazio Brasil	
	Telespazio Argentina	

Headcount

ITALY  2500 Employed





Time management instrument

Project Turnover Facilitation

BANCA del Tempo

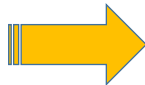


BANK OF TIME



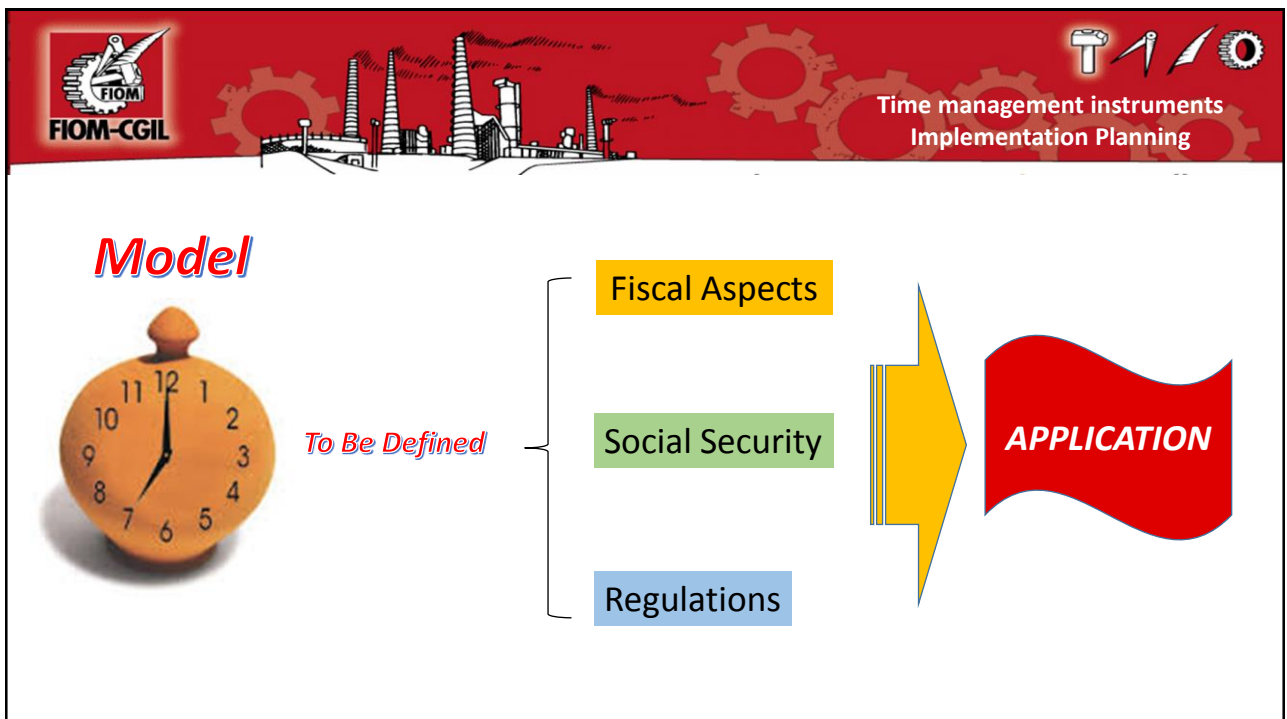
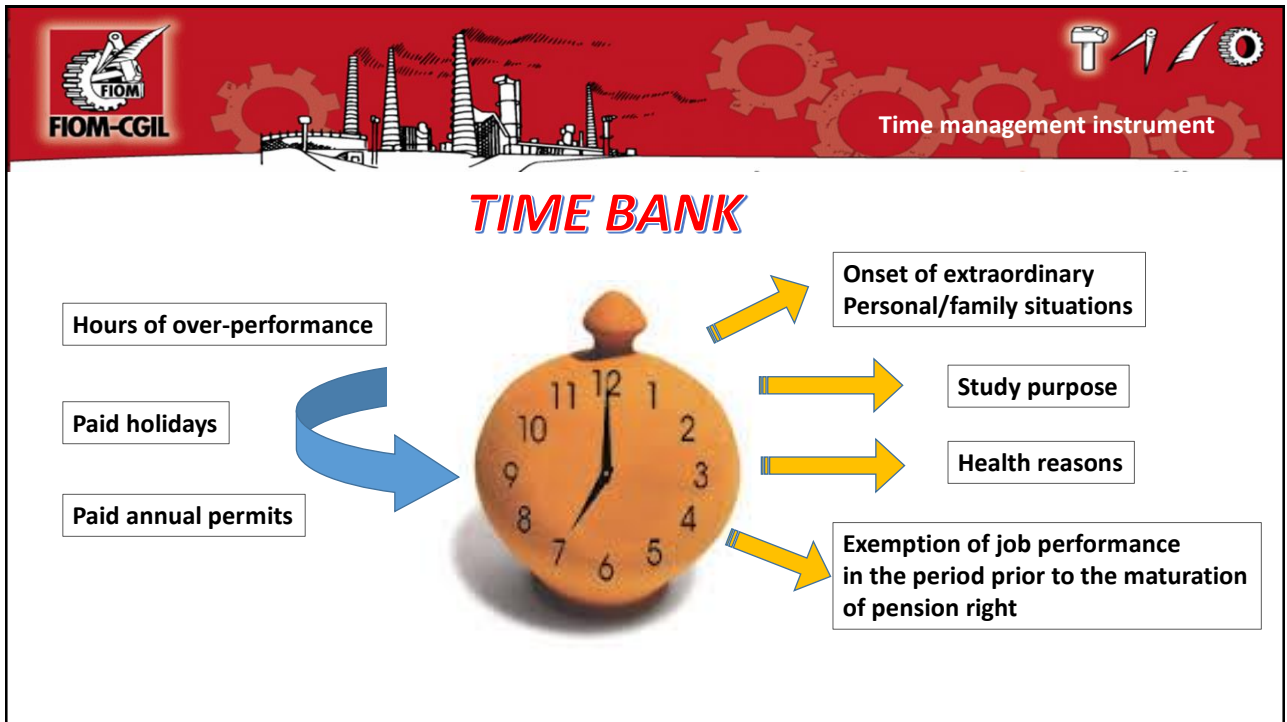
Time management instrument

TIME BANK



An instrument to set aside the hours of over performance and to enjoy them in the form of permits or time reductions.







Time management instruments
Implementation Planning

Stakeholders

High 5 - 4 Medium 3 - 2 Low 1		Power	Level of Concern	Location	Position	Expectations and Role
		Direct Control Influence	Interest Technical Nontechnical	Internal External	Supporter Neutral Resister	What Role Does the Stakeholder Have Regarding the Project?
Stakeholders Name/Group		Score 1-5	Score 1-5	Score I or E	Score: S or N or R	What Does This Stakeholder Want?
A	Government	5	4	E	N	new rules for the definition tax criterias
B	Tax office	5	5	E	N	new application rules for the fiscal management
C	INPS (social security)	5	5	E	N	compliance verify
D	Corporate	4	5	I	S	Cooperation with Government and tax office for the definition of a new fiscal approach
E	Telespazio	2	4	I	S	cooperation with Corporate
F	Trade Unions (national and local levels)	3	5	I	S	pressing on Government and Company
G	Industrial Unions	4	5	I	S	lobbying toward Government
H	Workers	2	3	I	S	new agreements approval



Time management instruments
Implementation Planning

Risk Analysis

Category	Threat Event	Probability	Impact	Risk
Government and Institutions	change of government	50%	100%	delay/change
	delays on laws emission	80%	100%	delay
	delay on operative rules emission	30%	100%	delay
Trade Unions Companies	Turnover of Corporate Top Management	70%	80%	delay/change
	Other priorities for Trade Unions (e.g. crisis)	40%	80%	delay
	Company crisis for Telespazio	25%	80%	delay
	disapproval of the agreement by workers	2%	100%	delay/change



Training management instruments

Knowledge improvement for high level professionals

Training

- Training promoted by the company
- Training up to 32 Hours/year on the employee's initiative

Knowledge improvement for Junior Employers

Company Initiative to:

- Improve technical and professional skills with specific training
- Promote the sense of identity and belonging to the Company
- Contribute to the definition of a personal developing plan



Training management instruments
Implementation Planning

Stakeholders

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Stakeholders Name/Group		Score 1-5	Score 1-5	Score I or E	Score: S or N or R	What Does This Stakeholder Want?
A	Corporate	4	5	I	S	Cooperation with Government and tax office for the definition of a new fiscal approach
B	Telespazio	3	4	I	S	cooperation with Corporate
C	Trade Unions (national and local levels)	4	5	I	S	pressing on Corporate and Company
D	Industrial Unions	4	5	I	S	Support to Corporate and Company
E	Workers	2	3	I	S	new agreements approval

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