

L'implementazione di un sistema di performance management

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CFT Group

OUR HISTORY

The story began in **1945** from an idea of Camillo Catelli who started in a small factory producing machines for tomato processing industry.



The **70's** were the years of big innovation and new products' launch. Vesuvio peeler, Califfo and Venus evaporators, uht Stematic long run and Olympic sterilizers were only a few of great innovative new products.



The **90's** were the booming years for chinese tomato processing industry.



In **2005** Manzini and Comaco were acquired by Rossi & Catelli.

In **2011** SBC was acquired by CFT Packaging together with a significant heritage in beverage sector. International expansion continued: commercial branches in india and Brazil were established.

In **2014** all Italian operational and commercial activities are concentrated in a single plant.



In **2016** CFT BREWING division was established. Rolec became part of CFT Group.

In **2017** CFT VEGETABLE SOLUTIONS division was established. Levati became part of CFT Group.



In **1957** the first evaporator was patented.



In the **80's** innovation continued. New ideas were developed and new products created such as enzymatic inactivator Eldorado.

In the early **2000** the first Apollo evaporator was launched.

In **2006** Sima joined the group and together with Comaco, CFT Packaging was created. Rossi & Catelli and Manzini became CFT.

In **2007** Raytec Vision became part of CFT Group.

In **2012** CFT and CFT Packaging were merged in a sole company able to provide complete solutions both for processing and packaging industry.

In **2015** CFT MILK & DAIRY, CFT PRODUCT TREATMENTS and CFT END OF LINE divisions are established.



CFT Group



VISION

To create the leading supplier of processing and packaging equipment, primarily for the food and beverage industry, innovative in providing the most advanced technological solutions, flexible in creating custom-made systems, reliable in quality and service. To listen to our customers, to match their needs, to consolidate our position by continuous innovation. To provide complete solutions becoming a trusted long-lasting business partner.

VALUES

RESPONSIBILITY

We respect opinions with an effective dialogue for creating innovative solutions.

EXPERIENCE & PASSION

We love what we do because we can add value thanks to our experience.

COMMITMENT

We work hard to help out our customer in facing new business challenges.



CFT Group

R&D

We believe that continuous innovation is the base of success. For many decades Rossi & Catelli has invested into becoming the world market leader in the tomato processing industry; now CFT is continuing this success story, spending millions of euros every year in improving the existing technologies and developing new innovative systems, giving the opportunity to its customers to choose the best processing treatment to preserve the organoleptic properties or the best filling solution by making tests with their specific products in our internal R&D laboratories.

M€ INVESTED IN R&D
IN THE LAST 3 YEARS:

5,2

NUMBER OF
REGISTERED PATENTS:

125

NUMBER OF PROJECTS
IN THE LAST 3 YEARS:

180

MACHINES SOLD
IN THE PAST 3 YEARS:

635



CFT Group



CFT BRANDS

CFT is the successful result of over 150 years of accumulated know-how and experience.

ROSSI & CATELLI

MANZINI

SIMA

COMACO

**RAY
TEC**
VISION

SBC
Bottling & Canning

LABS

mecparma
plants

ROLEC
Prozess- und
Drucktechnik GmbH

LEVATI
Food Tech

Founded in:
1945
Over **2000**
references

Founded in:
1910
Over **1000**
references

Founded in:
1988
Over **2000**
references

Founded in:
1967
Over **6000**
references

Founded in:
2002
Over **800**
references

Founded in:
1965
Over **1000**
references

Founded in:
1998
Over **170**
references

Founded in:
1978
Over **310**
references

Founded in:
2003
Over **100**
references

Founded in:
1966
Over **1500**
references

Il percorso avviato da CFT Group ed Emme Delta

Avviare processi di gestione delle performance e di sviluppo delle persone

- Estesi a tutta l'azienda
- Coerenti
- Sostenuti da strumenti semplici ed efficaci



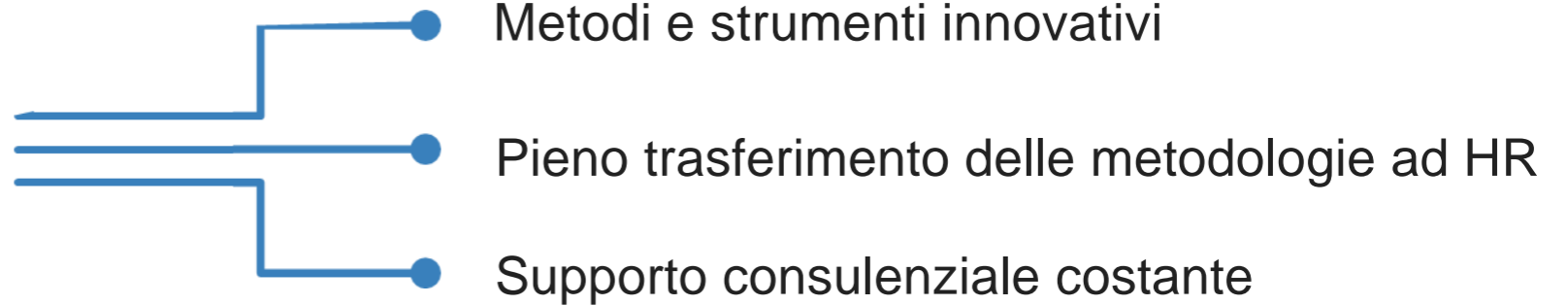
Gli obiettivi

- Valutazione delle performance







- Formazione

- Interventi retributivi

- Sviluppo professionale



Le fasi del processo

- Analisi organizzativa 
- Sistema delle conoscenze e delle competenze 
- Definizione dei livelli attesi per job 
- Introduzione del sistema di valutazione 
- Formazione al management 
- Avvio del processo di valutazione P&P 

Strumenti: HRTools.it

 HRTOOLS.it



Vantaggi

Metodologie integrate

Accesso facile e comodo

Monitoraggio dei processi

Semplice utilizzo

Obiettivi di sviluppo delle persone
sostenuti dallo strumento

Il processo ha coinvolto 360 persone su 155 posizioni e 33 responsabili