

## PERSONAL INFORMATION

BARBARA DE CICCO

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## WORK EXPERIENCE

**From February 1, 2026,**

Full-time position at the Rizzoli Orthopedic Institute as Corporate Training Manager.

**From January 16, 2022 to today**

Holder of organizational assignment "planning and programming training events: reference for ecm training methodology"

Mission and areas of responsibility:

- PAF: support to departments for the recognition of training needs, collaboration in drafting, monitoring and reporting. Overall coordination and implementation of the annex to the annual planning resolution;
- RAF: coordination of the preparation of the annual reporting document (production, internal authorization process and sending to the region)
- Dossier: support departments for implementation, definition of skills, budget and training needs functional to development;
- training events: methodological support to "project groups" and scientific managers on course design and possible "accompaniment" path with real monitoring of the impact, operational planning and implementation, back-office and reporting on GRU;
- training events back-office: internal ecm validation step, upload before and after the event on gru, preliminary information, collection of learning and satisfaction, upload and preparation for regional and ministerial flows;
- ECM methodology contact person with validation of the single event at the end of the design process: overall verification of possession of the requirements and valorisation in credits.
- Representation of the service in the regional coordination for the methodological/didactic aspects for the provider-government function of the service training.

**From 31 December 2008 to today**

Permanent employment as an administrative collaborator at the Training Department of the Modena Local Health Authority

- Supports the Service Management in the analysis of training needs for the development of the company training plan
- Develops and proposes to the Service Manager tools for planning training events, defining the objectives, recipients and teaching methodology in line with the strategic indications contained in the company training plan.
- Prepares the verification tools in order to allow the evaluation of training events according to the ECM criteria.
- Carries out support and facilitation activities in the learning process by exercising the role of Teacher and Tutor within the training courses
- Coordinates the Network of Company Representatives for Training, ensuring homogeneity in management through dedicated training moments

**From May 2, 2003 to December 30, 2008**

Freelance contract as Psychologist at the Training Department of the AUSL Company of Modena

### **From May 2, 2002 to May 1, 2003**

Coordinated and continuous collaboration contract at the Modena Local Health Authority Training Department

### **From March 15, 2001 to March 14, 2002**

Post-graduate internship carried out at the Quality System and at the District 3 family counseling center of the Modena Local Health Authority

### **EDUCATION AND TRAINING**

2008-2011 Specialization Diploma in Systemic Relational Psychotherapy at Iscra

May - October 2006 Specialization Course in Hospital Psychology (100 hours). University of Parma

1995-2000 Degree in Work and Organizational Psychology, Orientation in Communication and Educational Psychology, University of Padua

1990-1995 Classical high school diploma, Liceo Classico "M. Allegretti" by Vignola.

### **PARTICIPATION IN TRAINING EVENTS, REFRESHING COURSES**

- April 2026 "Equity and Health" ongoing 32 hours Healthcare and Social Innovation Area RER
- October - December 2025 Training Strategies for Shared Growth (20 hours) Rizzoli Orthopedic Institute (IOR)
- May 19, 2025 TRAINING FOR OBSERVERS: EVALUATE WITH A METHOD 5 hours Training Function Healthcare and Social Agency
- September 2024, Master's Degree in Soft Skills & Personal Development, 13 hours, Sole 24 Ore Business School
- May-December 2023 PF: The research project from theory to practice. practical course for drafting research project proposals 32 hours AUSL of Modena
- 28 and 29 November 2022 THE ASSESSMENT OF PROFESSIONAL COMPETENCE 16 hours Gimbe
- October 2021 - June 2022 Advanced E-labour course: Designing and creating asynchronous digital resources in Healthcare (76 hours) Healthcare and Social Agency Training Function
- 17 November 2021 "STORYTELLING AND COMMUNICATION IN THE DIGITAL ERA" FMTS training
- April-June 2021 OBSERVING DISTANCE TRAINING IN HEALTHCARE: GUIDE FOR OBSERVERS (20 hours) Health and Social Agency Training Function
- 02/14/2020 Observe the rating. Training day dedicated to ORFoCS members on the evaluation of learning in ECM training. (6 hours) Health and Social Agency Training Function
- October-December 2018 The training coordinator, a changing role II act (21 hours) AUSL of Modena
- May – October 2017 The training coordinator, a changing role (46 hours) AUSL of Modena
- March-October 2016 Training of Trainers (designers module) (50 hours) Health and Social Agency Training Function
- 17 November 2015 REGIONAL OBSERVER TRAINING PROJECT ORFoCS II Phase (7 hours) Health and Social Agency Training Function
- February-June 2015 Observe care practices. Training intervention on the ethnographic method (50 hours) Health and Social Agency Training Function
- September-December 2014 REGIONAL ORFoCS OBSERVATORS TRAINING PROJECT (28 hours) Health and Social Agency Training Function

### **TEACHINGS**

- November 6, 2025, Effective Communication for Conflict Management for Forensic Medicine Professionals (Follow-up) 2 hours, AUSL of Modena
- October-December 2025, Effective Communication for Conflict Management for Pharmaceutical Department Professionals 2 hours for 3 editions, AUSL of Modena
- October 16, 2025, WORKPLACE RELATIONSHIPS: Activities with Healthcare Surveillance Professionals (4 hours), AUSL of Modena
- November 2024, Course for Internal Auditors of Quality Management Systems 12 hours, AUSL of Modena

- October–November 2024, Effective Communication for Conflict Management for the Forensic Medicine Medical Team 6 hours, AUSL of Modena
- October 2024, Effective Communication for Conflict Management for Forensic Medicine Professionals 6 hours, AUSL of Modena
- September–October 2024, BUILDING ORGANIZATIONAL HEALTH BRIDGES (FOLLOW-UP), 1 hour per session, 2 sessions, AUSL of Modena
- May 2024, until November 2025, TRAINING FOR SAFETY OFFICERS 1 hour per session, 12 sessions, AUSL of Modena
- April-May 2024 Bridges of organizational health, Effective communication: in conflict management. 4 hours per edition, 3 editions AUSL of Modena
- March 2024 TRAINING OF SAFETY MANAGERS 4 hours per edition, 2 editions AUSL of Modena
- September 2023-February 2024 Front Office, a gateway to healthcare services. Corporate communication and relations with citizens. Effective communication 4 hours per edition, 9 editions AUSL of Modena
- June 2023-September 2023 Front Office, a gateway to healthcare services. Corporate communication and relations with citizens. 2 hours per edition, 4 editions AUSL of Modena
- May-December 2023 Training for 24 hour family doctor training leaders at the AUSL of Modena

## TUTORING

- Year 2020-2025 More than 200 hours of digital tutoring in corporate initiatives
- January – June 2021 Tutoring Designing digital learning for healthcare (31 hours) AUSL of Modena
- January - April 2019 Tutoring The training coordinator, a changing role II act (18 hours) AUSL of Modena

## PUBLICATIONS

A cura di Franca Capotosto e Barbara De Cicco "Essere manager di sé stesso. I comportamenti organizzativi" Quaderni dell'economista FARE 2006

Franchini, L., De Cicco, B., De Martinis, E. "Una mappa del rischio condivisa nei Servizi di Endoscopia Digestiva" in "La gestione del rischio clinico" a cura di Novaco, F e Damen, V. Centro Scientifico Editore, 2004

A cura di Renata Cinotti, Francesca Novaco, Monica Pivetti, Daniela Lugli, Nicola Caranci, Barbara De Cicco "Misurare la qualità: il questionario" Sussidi per l'autovalutazione e l'accreditamento Agenzia Sanitaria Regionale Emilia Romagna 2003.

De Cicco, B., Dotti, M, Piombo, S., Pivetti, M., "Focus group sul tema aspettative sul percorso nascita condotto con donne al 7° mese di gravidanza ed alcuni futuri padri in procinto di frequentare un corso" in "La qualità percepita nei servizi socio sanitari" a cura di Franci, A e Corsi, M. Maggioli Editore 2002

## FURTHER INFORMATION

Official teaching position holder at the Master's Degree in Nursing and Midwifery Sciences – Academic Year 2024/2025, and Academic Year. 2025/2026 'Training in Healthcare Organizations' module (HEALTHCARE TEACHING) of 8 hours

With Resolution of the General Director n. 78 of 03/21/2023, designated as a member of the "Scientific Board for Training, Research and Innovation, AUSL of Modena

With Resolution of the Regional Council n. 3219 of 12 March 2014, designated as a component of the Regional ECM Observatory

Teaching at the seminar activity "Training and teaching methodologies" at the Master's "Coordination functions in health professions" of the University of Modena and Reggio Emilia, from 2012 to 2019

Vignola, 25 maggio 2026

Firma  
