

Percorso Intelligenza Azienda

Formativo Emotiva in

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Nel contesto lavorativo moderno, parlare di **intelligenza emotiva in azienda** significa affrontare una delle competenze più strategiche per la crescita delle persone e delle organizzazioni. Non basta più il solo quoziente intellettivo: oggi il **quoziente emotivo (QE)** è un elemento decisivo per migliorare relazioni, benessere e performance.

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L'intelligenza emotiva è la capacità di riconoscere e

comprendere le proprie emozioni e quelle degli altri, imparando a gestirle in modo positivo e a trasformarle in risorse utili per la comunicazione, la collaborazione e la leadership. Teorizzata negli anni '90, oggi rappresenta una **soft skill fondamentale** per manager, team leader e professionisti che vogliono guidare con empatia, prendere decisioni consapevoli e affrontare i cambiamenti con resilienza.

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Perché sviluppare l'intelligenza emotiva

Le ricerche confermano che i team con alto livello di intelligenza emotiva:

- gestiscono meglio i conflitti interni,
- mostrano maggiore coinvolgimento e senso di appartenenza,

- riducono stress e turnover,
- aumentano produttività e capacità di innovazione.

In altre parole, la **leadership emotiva** non solo migliora il clima aziendale, ma diventa un vero e proprio vantaggio competitivo.

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Il percorso formativo People

People S.p.A. propone un **percorso formativo sull'intelligenza emotiva in azienda** strutturato in tre fasi:

1. **Self assessment:** analisi iniziale per riconoscere le proprie emozioni e il loro impatto.
2. **Autoregolamentazione:** tecniche pratiche per gestire le emozioni e utilizzarle come guida nelle decisioni.
3. **Consapevolezza sociale:** sviluppo dell'empatia e della capacità di costruire relazioni positive e produttive.

Grazie al metodo People, basato sul modello delle **4C (Concreto, Coinvolgente, Coerente, Calcolabile)**, ogni percorso

è progettato per essere misurabile nei risultati e adattabile alle esigenze delle aziende.

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```

Investire nell'intelligenza emotiva significa investire nel **benessere organizzativo**, nella crescita delle persone e nella competitività dell'impresa. Un percorso strutturato può trasformare le emozioni in una risorsa per guidare i team, migliorare la comunicazione e generare valore duraturo.

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## Sicurezza sul lavoro: deleghe efficaci, presenza reale del responsabile, vigilanza di vertice


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```

Quando una delega “tiene” davvero?

La Corte di Cassazione (sent. n. 25729/2025, 14 luglio 2025) ha ribadito che la **delega di funzioni** è valida solo se **scritta, specifica** e accompagnata da **poteri reali**, inclusi quelli **di spesa**. E, soprattutto, **non esonera** il vertice dai doveri di **organizzazione** e **alta vigilanza** sul sistema di prevenzione: se mancano assetti, risorse, controlli e coordinamento, la responsabilità resta in capo al datore di lavoro.

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Delega di funzioni: cosa prevede la norma

L'art. 16 del D.Lgs. 81/2008 definisce i requisiti della delega: forma scritta, competenza ed autonomia del delegato, adeguata pubblicità, e permanenza dell'obbligo di vigilanza in capo al datore. Per i riferimenti normativi aggiornati, vedi **Testo Unico Sicurezza** (ed. gennaio 2025) e focus su **art. 16**.

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Responsabile del Servizio di Prevenzione e Protezione: nomina non basta

Nominare un RSPP **non è sufficiente**: servono **competenze dimostrabili** e **presidio reale** in azienda. La giurisprudenza conferma che, in caso di lacune (es. **DPI inadeguati**), la

responsabilità del datore non “cade” per il solo fatto di aver nominato un responsabile (Cass. pen., Sez. IV, n. **15406/2024**). Allo stesso tempo, il **RSPP** risponde se **omette rischi** nella valutazione (Cass. pen., Sez. IV, n. **42483/2024**).

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Sul piano normativo, l'**art. 32** del D.Lgs. 81/2008 chiarisce i **requisiti professionali** dell'RSPP (titolo di studio, formazione specifica, adeguatezza ai rischi dell'organizzazione).

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Come dimensionare davvero il Servizio di Prevenzione e Protezione

Nelle aziende multi-sito o complesse, il SPP va dimensionato in coerenza con il DVR e con l'organizzazione: **team con più addetti**, copertura su **turni/reparti**, **piano annuale** e **ruoli chiari** (RSPP/ASPP). Indicazioni e chiarimenti utili anche nelle FAQ e negli approfondimenti tecnici su requisiti RSPP.

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Check operativo in 4 mosse (subito applicabile)

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Rivedi le deleghe → sono **specifiche** e attribuiscono **poteri reali** (anche di spesa)? Documenta e pubblicizza.

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Verifica il presidio → il tuo RSPP ha **tempo, presenza, competenze** adeguate? (art. 32).

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Dimensiona il SPP → per aziende grandi/multi-sito: **più addetti, piano annuale, copertura sedi/turni.**

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Vigilanza di vertice → attiva **audit periodici**, indicatori (**near miss**, manutenzioni, formazione) e **riunioni** con azioni correttive. Linea coerente con i doveri di **alta vigilanza** del datore.

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Perché conviene

Un SPP **adeguato e tracciato** riduce il **rischio penale** e migliora **qualità, continuità operativa e reputazione** presso clienti e autorità. La Cassazione ha più volte ribadito l'importanza della **concretezza** delle misure (DPI, valutazione rischi, formazione) e del **controllo** effettivo.

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Fonti autorevoli per approfondire

- **Testo Unico Sicurezza (D.Lgs. 81/2008)** – ed. aggiornata gennaio 2025, Ispettorato Nazionale del Lavoro
- **Delega di funzioni (art. 16)** – requisiti e obblighi di vigilanza. *Fonte:* [TusslBiblus](#)
- **Requisiti RSPP (art. 32)** – capacità e requisiti professionali. *Fonte:* [TusslBiblus](#)
- **Giurisprudenza recente:** Cass. 25729/2025 (delega), Cass. 15406/2024 (DPI), Cass. 42483/2024 (omessa valutazione rischi).

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center_content="no"    column_tag="div"    target="_self"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" sticky_display="normal,sticky" order_medium="0"
order_small="0"    hover_type="none"    border_style="solid"
box_shadow="no"    box_shadow_blur="0"    box_shadow_spread="0"
background_type="single"          gradient_start_position="0"
gradient_end_position="100"          gradient_type="linear"
radial_direction="center    center"    linear_angle="180"
lazy_load="avada"    background_position="left    top"
background_repeat="no-repeat"    background_blend_mode="none"
background_slider_skip_lazy_loading="no"
background_slider_loop="yes"
background_slider_pause_on_hover="no"
background_slider_slideshow_speed="5000"
background_slider_animation="fade"
background_slider_direction="up"
background_slider_animation_speed="800"          sticky="off"
sticky_devices="small-visibility,medium-visibility,large-
visibility"    absolute="off"    filter_type="regular"
filter_hover_element="self"          filter_hue="0"
filter_saturation="100"          filter_brightness="100"
filter_contrast="100"    filter_invert="0"    filter_sepia="0"
filter_opacity="100"    filter_blur="0"    filter_hue_hover="0"
filter_saturation_hover="100"    filter_brightness_hover="100"
filter_contrast_hover="100"          filter_invert_hover="0"
filter_sepia_hover="0"          filter_opacity_hover="100"
filter_blur_hover="0"          transform_type="regular"
transform_hover_element="self"          transform_scale_x="1"
transform_scale_y="1"          transform_translate_x="0"
transform_translate_y="0"          transform_rotate="0"
transform_skew_x="0"          transform_skew_y="0"
transform_scale_x_hover="1"    transform_scale_y_hover="1"
transform_translate_x_hover="0"
```

```
transform_translate_y_hover="0"    transform_rotate_hover="0"
transform_skew_x_hover="0"         transform_skew_y_hover="0"
transition_duration="300"         transition_easing="ease"
scroll_motion_devices="small-visibility,medium-visibility,large-visibility"    animation_direction="left"
animation_speed="0.3"    animation_delay="0"    last="true"
border_position="all"    first="false"    min_height=""
link=""][fusion_text    disable_idd="no"    hide_on_mobile="small-visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky"    animation_direction="left"
animation_speed="0.3"    animation_delay="0"]
```

Siamo ente accreditato in Regione Lombardia (ID: 16331400), con certificazione ISO 9001:2015 e servizi integrati su sicurezza, formazione e organizzazione. Affianchiamo PMI, studi professionali e gruppi multi-sito in: **revisione deleghe, check RSPP/SPP, audit di vigilanza, piani formativi e KPI di prevenzione.**

```
[/fusion_text][fusion_text    disable_idd="no"
hide_on_mobile="small-visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky"
animation_direction="left"    animation_speed="0.3"
animation_delay="0"]
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☐ Vuoi un check rapido e gratuito su deleghe, presidio del responsabile e adeguatezza del Servizio?

```
[/fusion_text][fusion_button
link="https://www.peoplespa.it/contatti/"
enable_hover_text_icon="no"    target="_self"
aria_role_button="0"    hide_on_mobile="small-visibility,medium-visibility,large-visibility"    sticky_display="normal,sticky"
color="default"    stretch="yes"    icon_position="left"
icon_divider="no"    hover_transition="none"
animation_direction="left"    animation_speed="0.3"
animation_delay="0"]Contatta People per una verifica iniziale.[/fusion_button][/fusion_builder_column][/fusion_buil
```

```
der_row][fusion_builder_container]
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