

Resilienza, positività e consapevolezza di sé: le competenze chiave per affrontare il lavoro di oggi

```
[fusion_builder_container type="flex" hundred_percent="no"
hundred_percent_height="no" hundred_percent_height_scroll="no"
align_content="stretch" flex_align_items="flex-start"
flex_justify_content="flex-start" flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no" container_tag="div"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" status="published" border_style="solid"
box_shadow="no" box_shadow_blur="0" box_shadow_spread="0"
gradient_start_position="0" gradient_end_position="100"
gradient_type="linear" radial_direction="center center"
linear_angle="180" background_position="center center"
background_repeat="no-repeat" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_bg_style="default"
pattern_bg_opacity="100" pattern_bg_blend_mode="normal"
mask_bg="none" mask_bg_style="default" mask_bg_opacity="100"
mask_bg_transform="left" mask_bg_blend_mode="normal"]
```

absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_speed="0.3" animation_delay="0" 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"] [fusion_builder_row] [fusion_builder_column type="1_4" type="1_4" layout="1_4" align_self="auto" content_layout="column" align_content="flex-start" valign_content="flex-start" content_wrap="wrap" 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_random_order="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="false"
border_position="all" first="true" element_content=""
min_height=""
link=""[/fusion_builder_column][fusion_builder_column
type="3_4" type="3_4" layout="3_4" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" content_wrap="wrap"
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_random_order="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"      html_attributes="W10="
animation_direction="left"      animation_speed="0.3"
animation_delay="0"]

```

Il mondo del lavoro è cambiato profondamente: ritmi accelerati, incertezza, pressione sui risultati e trasformazioni continue richiedono alle persone qualcosa in

più delle sole competenze tecniche.

Oggi, la vera differenza la fanno le **competenze interiori**:

- la capacità di reagire alle difficoltà,
- di mantenere un atteggiamento costruttivo,
- di conoscersi e gestirsi con equilibrio.

In questo contesto, **resilienza, positività e consapevolezza di sé** diventano competenze strategiche per il benessere delle persone e la sostenibilità delle organizzazioni.

```
[/fusion_text][fusion_imageframe      image_id="7787|full"
custom_aspect_ratio="100"  lightbox="no"  alt="resilienza
lavoro"  linktarget="_self"  hide_on_mobile="small-
visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky"      html_attributes="W10="
align_medium="none"  align_small="none"  align="none"
hover_type="none"  magnify_duration="120"  scroll_height="100"
scroll_speed="1"      caption_style="off"
caption_align_medium="none"      caption_align_small="none"
caption_align="none"      caption_title_tag="2"
animation_direction="left"      animation_speed="0.3"
animation_delay="0"  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"]/wp-content/uploads/2025/12/resilienza-
lavoro.jpg[/fusion_imageframe][[/fusion_builder_column][[/fusion
_builder_row][[/fusion_builder_container][fusion_builder_contai
ner      type="flex"      hundred_percent="no"
hundred_percent_height="no"  hundred_percent_height_scroll="no"
align_content="stretch"      flex_align_items="flex-start"
flex_justify_content="flex-start"      flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no"      container_tag="div"
```

hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" html_attributes=""
spacing_medium="" spacing_small=""
padding_dimensions_medium="" padding_dimensions_small=""
border_sizes="" border_style="solid" box_shadow="no"
box_shadow_blur="0" box_shadow_spread="0"
gradient_start_color="" gradient_end_color=""
gradient_start_position="0" gradient_end_position="100"
gradient_type="linear" radial_direction="center center"
linear_angle="180" background_position="center center"
background_repeat="no-repeat" background_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_custom_bg="" pattern_bg_color=""
pattern_bg_style="default" pattern_bg_opacity="100"
pattern_bg_size="" pattern_bg_blend_mode="normal"
mask_bg="none" mask_custom_bg="" mask_bg_color=""
mask_bg_accent_color="" mask_bg_style="default"
mask_bg_opacity="100" mask_bg_transform="left"
mask_bg_blend_mode="normal" render_logics="" logics=""
absolute="off" absolute_devices="small,medium,large"
position_offset_medium="" position_offset_small=""
sticky="off" sticky_devices="small-visibility,medium-visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"

```
animation_color="" animation_speed="0.3" animation_delay="0"
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" background_color="var(-awb-color2)"
padding_bottom="0px"
margin_bottom="40px"] [fusion_builder_row] [fusion_builder_column
n type="1_1" align_self="auto" content_layout="column"
align_content="flex-start" valign_content="flex-start"
dimension_gap_medium="" dimension_gap_small=""
dimension_gap="" content_wrap="wrap" center_content="no"
column_tag="div" target="_self" hide_on_mobile="small-
visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky" html_attributes=""
type_medium="" type_small="" type="1_1" flex_grow_medium=""
flex_grow_small="" flex_grow="" flex_shrink_medium=""
flex_shrink_small="" flex_shrink="" order_medium="0"
order_small="0" dimension_spacing_medium=""
dimension_spacing_small="" dimension_spacing=""
dimension_margin_medium="" dimension_margin_small=""
dimension_margin="" padding_medium="" padding_small=""
padding="" hover_type="none" border_sizes=""
border_style="solid" border_radius="" box_shadow="no"
dimension_box_shadow="" box_shadow_blur="0"
box_shadow_spread="0" background_type="single"
gradient_start_color="" gradient_end_color=""
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_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
```

```
background_slider_random_order="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"    render_logics=""
sticky="off"    sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin=""    transition_duration="300"
transition_easing="ease"    transition_custom_easing=""
motion_effects=""    scroll_motion_devices="small-
visibility,medium-visibility,large-visibility"
animation_direction="left"    animation_color=""
animation_speed="0.3" animation_delay="0" min_height=""
last="no" link="" border_position="all"][fusion_text
columns="" rule_size="" margin_medium="" margin_small=""
render_logics="" logics="" animation_direction="left"
animation_color="" animation_speed="0.3" animation_delay="0"
disable_idd="no" hide_on_mobile="small-visibility,medium-
visibility,large-visibility" sticky_display="normal,sticky"
```

html_attributes=""]

Perché la resilienza è una competenza fondamentale

La resilienza non è “resistere a tutto”, ma saper affrontare le difficoltà senza perdere efficacia e motivazione.

Nel lavoro quotidiano significa:

- gestire stress e pressione
- affrontare cambiamenti organizzativi
- reagire agli imprevisti
- trasformare le difficoltà in occasioni di crescita

Le aziende che investono su questa competenza sviluppano persone più autonome, responsabili e capaci di adattarsi.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container][fusion_builder_container type="flex" hundred_percent="no" hundred_percent_height="no" hundred_percent_height_scroll="no" align_content="stretch" flex_align_items="flex-start" flex_justify_content="flex-start" flex_wrap="wrap" hundred_percent_height_center_content="yes" equal_height_columns="no" container_tag="div" hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" border_style="solid" box_shadow="no" box_shadow_blur="0" box_shadow_spread="0" gradient_start_position="0" gradient_end_position="100" gradient_type="linear" radial_direction="center center" linear_angle="180" background_position="center center" background_repeat="no-repeat" fade="no" background_parallax="none" enable_mobile="no" parallax_speed="0.3" background_blend_mode="none" background_slider_skip_lazy_loading="no" background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_bg_style="default"
pattern_bg_opacity="100" pattern_bg_blend_mode="normal"
mask_bg="none" mask_bg_style="default" mask_bg_opacity="100"
mask_bg_transform="left" mask_bg_blend_mode="normal"
absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-
visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_speed="0.3" animation_delay="0" 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"][fusion_builder_row][fusion_builder_colu
mn type="1_4" type="1_4" layout="1_4" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" content_wrap="wrap"
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_random_order="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="false"
border_position="all"      first="true"      element_content=""
min_height=""
link=""[/fusion_builder_column][fusion_builder_column
type="3_4"      type="3_4"      layout="3_4"      align_self="auto"
content_layout="column"      align_content="flex-start"
valign_content="flex-start"      content_wrap="wrap"
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_random_order="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"    html_attributes="W10="
animation_direction="left"    animation_speed="0.3"
animation_delay="0"]
```

Il ruolo della positività nel lavoro

La positività non è ottimismo ingenuo, ma **un atteggiamento mentale consapevole** che aiuta a:

- mantenere lucidità anche nei momenti complessi
- rafforzare la motivazione
- migliorare le relazioni professionali
- favorire collaborazione e clima positivo

Allenare la positività significa migliorare l'approccio alle sfide quotidiane e ridurre il rischio di demotivazione e burnout.

Consapevolezza di sé: la base di ogni crescita

La consapevolezza di sé permette alle persone di:

- riconoscere emozioni e reazioni
- individuare i propri punti di forza e aree di

miglioramento

- gestire meglio relazioni e conflitti
- prendere decisioni più efficaci

Nel contesto aziendale, persone più consapevoli sono anche più affidabili, responsabili e orientate al risultato.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container][fusion_builder_container type="flex" hundred_percent="no" hundred_percent_height="no" hundred_percent_height_scroll="no" align_content="stretch" flex_align_items="flex-start" flex_justify_content="flex-start" flex_wrap="wrap" hundred_percent_height_center_content="yes" equal_height_columns="no" container_tag="div" hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" html_attributes="W10=" border_style="solid" box_shadow="no" box_shadow_blur="0" box_shadow_spread="0" background_color="var(--awb-color2)" gradient_start_position="0" gradient_end_position="100" gradient_type="linear" radial_direction="center center" linear_angle="180" background_position="center center" background_repeat="no-repeat" fade="no" background_parallax="none" enable_mobile="no" parallax_speed="0.3" background_blend_mode="none" background_slider_skip_lazy_loading="no" background_slider_random_order="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" video_aspect_ratio="16:9" video_loop="yes" video_mute="yes" pattern_bg="none" pattern_bg_style="default" pattern_bg_opacity="100" pattern_bg_blend_mode="normal" mask_bg="none" mask_bg_style="default" mask_bg_opacity="100"
```

mask_bg_transform="left" mask_bg_blend_mode="normal"
absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_speed="0.3" animation_delay="0" 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"] [fusion_builder_row] [fusion_builder_column type="1_4" type="1_4" layout="1_4" align_self="center" content_layout="column" align_content="flex-start" valign_content="flex-start" content_wrap="wrap" 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_random_order="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="false"
border_position="all"  first="true"  min_height=""
link=""] [fusion_text disable_id="no" hide_on_mobile="small-visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky"  html_attributes="W10="
animation_direction="left"  animation_speed="0.3"
animation_delay="0"]

```

Investire su resilienza, positività e consapevolezza di sé significa investire su persone più forti, motivate e capaci di affrontare il cambiamento. People S.p.A. accompagna le aziende nello sviluppo di queste competenze attraverso percorsi formativi su misura, integrabili anche in piani finanziati.

```

[/fusion_text][fusion_button enable_hover_text_icon="no"
target="_self"  aria_role_button="0"  color="default"
stretch="yes"  icon_position="left"  icon_divider="no"
hover_transition="none"  render_logics=""
animation_direction="left"  animation_color=""
animation_speed="0.3"  animation_delay="0"
hide_on_mobile="small-visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky"  html_attributes=""
link="https://www.peoplespa.it/contatti/"  size="medium"]Chiedi
info a People
S.p.A.[/fusion_button][fusion_builder_column][fusion_builder_
column type="3_4" type="3_4" layout="3_4" align_self="auto"

```

```
content_layout="column"      align_content="flex-start"
valign_content="flex-start"      content_wrap="wrap"
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_random_order="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"    html_attributes="W10="
animation_direction="left"    animation_speed="0.3"
animation_delay="0"]
```

Il percorso formativo People

Il corso **“Resilienza, positività e consapevolezza di sé”**, presente nel catalogo formativo People, è progettato per sviluppare queste competenze in modo concreto e applicabile.

Obiettivi del corso:

- rafforzare la capacità di affrontare le difficoltà
- sviluppare una mentalità positiva e costruttiva
- aumentare la consapevolezza personale
- migliorare benessere e performance lavorativa

Il percorso utilizza una metodologia esperienziale, con esercitazioni pratiche, riflessioni guidate e strumenti immediatamente applicabili.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/f
usion_builder_container][fusion_builder_container type="flex"
hundred_percent="no"    hundred_percent_height="no"
hundred_percent_height_scroll="no"    align_content="stretch"
flex_align_items="flex-start"    flex_justify_content="flex-
```

```
start"                                flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no"             container_tag="div"
hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" border_style="solid"
box_shadow="no" box_shadow_blur="0" box_shadow_spread="0"
gradient_start_position="0" gradient_end_position="100"
gradient_type="linear" radial_direction="center center"
linear_angle="180" background_position="center center"
background_repeat="no-repeat" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_bg_style="default"
pattern_bg_opacity="100" pattern_bg_blend_mode="normal"
mask_bg="none" mask_bg_style="default" mask_bg_opacity="100"
mask_bg_transform="left" mask_bg_blend_mode="normal"
absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_speed="0.3" animation_delay="0" 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"]fusion_builder_row[fusion_builder_column type="1_4" type="1_4" layout="1_4" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" content_wrap="wrap"
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_random_order="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="false" border_position="all" first="true" element_content="" min_height=""

```
link=""[/fusion_builder_column][fusion_builder_column
type="3_4" type="3_4" layout="3_4" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" content_wrap="wrap"
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_random_order="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"    html_attributes="W10="
animation_direction="left"    animation_speed="0.3"
animation_delay="0"]
```

A chi è rivolto il corso?

- Manager
- Team Leader
- Collaboratori
- Professionisti

Tutte le persone che vogliono migliorare equilibrio, efficacia e qualità del lavoro.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container]
```

Near-Miss: le novità introdotte dal DL 159/2025 e gli obblighi per le aziende

con più di 15 dipendenti

```
[fusion_builder_container type="flex" hundred_percent="no"
hundred_percent_height="no" hundred_percent_height_scroll="no"
align_content="stretch" flex_align_items="flex-start"
flex_justify_content="flex-start" flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no" container_tag="div"
hide_on_mobile="small-visibility,medium-visibility,large-visibility"
status="published" border_style="solid"
box_shadow="no" box_shadow_blur="0" box_shadow_spread="0"
gradient_start_position="0" gradient_end_position="100"
gradient_type="linear" radial_direction="center center"
linear_angle="180" background_position="center center"
background_repeat="no-repeat" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_bg_style="default"
pattern_bg_opacity="100" pattern_bg_blend_mode="normal"
mask_bg="none" mask_bg_style="default" mask_bg_opacity="100"
mask_bg_transform="left" mask_bg_blend_mode="normal"
absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-visibility,large-visibility"
sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_speed="0.3" animation_delay="0" 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"] [fusion_builder_row] [fusion_builder_colu
mn type="1_4" layout="1_5" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" content_wrap="wrap"
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_random_order="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="false"
border_position="all"               first="true"         element_content=""
min_height=""
link=""[/fusion_builder_column][fusion_builder_column
type="3_4"                           layout="4_5"                 align_self="auto"
content_layout="column"              align_content="flex-start"
valign_content="flex-start"          content_wrap="wrap"
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_random_order="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"]

```

Il nuovo **Decreto-Legge 159/2025**, con l'art. 15, introduce modifiche rilevanti nella gestione dei **near-miss**, cioè i mancati infortuni che avrebbero potuto generare un danno ma che, per circostanze favorevoli, non si sono concretizzati.

La normativa rafforza la cultura della prevenzione e rende obbligatorio, per tutte le aziende con più di **15 dipendenti**, adottare un sistema strutturato di **segnalazione, analisi e tracciamento** dei quasi incidenti.

```
[/fusion_text][fusion_imageframe      image_id="7761|full"
```

custom_aspect_ratio="100" lightbox="no" alt="Near-miss: cosa cambia con il DL 159/2025 e cosa devono fare subito le aziende" linktarget="_self" hide_on_mobile="small-visibility,medium-visibility,large-visibility" sticky_display="normal,sticky" align_medium="none" align_small="none" align="none" hover_type="none" magnify_duration="120" scroll_height="100" scroll_speed="1" caption_style="off" caption_align_medium="none" caption_align_small="none" caption_align="none" caption_title_tag="2" animation_direction="left" animation_speed="0.3" animation_delay="0" 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"]/wp-content/uploads/2025/12/sicurezza.jpg[/fusion_imageframe][[/fusion_builder_column][fusion_builder_column type="1_4" layout="1_5" align_self="auto" content_layout="column" align_content="flex-start" valign_content="flex-start" content_wrap="wrap" 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_random_order="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="false"
border_position="all"      first="true"      spacing_left="2%"
background_color="var(-awb-color2)"      padding_top="15"
padding_right="15"      padding_bottom="15"      padding_left="15"
min_height=""      link="" ][fusion_text      disable_id="no"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility"      sticky_display="normal,sticky"
animation_direction="left"      animation_speed="0.3"
animation_delay="0"]

```

❑ Vuoi verificare se la tua azienda è già conforme?

Prenota una **gap analysis gratuita** con un consulente People.

❑ Preferisci implementare fin da subito un sistema pronto all'uso?

Richiedi il **Pacchetto Near-Miss 2025**.

```
[/fusion_text][fusion_button    enable_hover_text_icon="no"
target="_self"    aria_role_button="0"    color="default"
stretch="default"    icon_position="left"    icon_divider="no"
hover_transition="none"    render_logics=""
animation_direction="left"    animation_color=""
animation_speed="0.3"    animation_delay="0"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility"    sticky_display="normal,sticky"
link="https://www.peoplespa.it/contatti/"    size="medium"]❑
```

Contattaci per ricevere una valutazione preliminare del tuo sistema

```
HSE.[/fusion_button][/fusion_builder_column][fusion_builder_co
lumn    type="3_4"    layout="4_5"    align_self="auto"
content_layout="column"    align_content="flex-start"
valign_content="flex-start"    content_wrap="wrap"
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_random_order="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"]
```

Cosa prevede la nuova normativa

Secondo il DL 159/2025:

- Il Ministero del Lavoro e INAIL emaneranno, entro sei mesi, **linee guida ufficiali** per la gestione dei near-

miss.

- Le aziende dovranno implementare un **sistema interno di segnalazione volontaria**, garantendo modalità chiare, sicure e tracciabili.
- Le segnalazioni dei near-miss entreranno a pieno titolo nella **valutazione dei rischi (DVR)** e nei processi di miglioramento HSE.
- Ogni organizzazione sarà tenuta a predisporre un **Rapporto Annuale Near-Miss**, contenente dati, indicatori, azioni correttive e risultati ottenuti.

Queste misure hanno l'obiettivo dichiarato di creare un sistema preventivo più efficace, basato sull'analisi degli eventi potenziali e non solo di quelli avvenuti.

Gli impatti per le aziende

L'introduzione di un obbligo di segnalazione strutturata modifica concretamente i processi HSE. Tra gli aspetti più rilevanti:

- Necessità di adottare **procedure formalizzate** per ricevere, registrare e analizzare le segnalazioni.
- Definizione di un **responsabile interno** per la gestione del sistema (RSPP o figura designata).
- Integrazione dei dati near-miss con incidenti e infortuni, per ottenere una visione completa dei rischi.
- Documentazione obbligatoria delle **azioni correttive e preventive**.

Il livello di complessità stimato è medio (6/10): il processo

è gestibile, ma richiede strumenti adeguati, metodo e continuità.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container][fusion_builder_container type="flex"
hundred_percent="no" hundred_percent_height="no"
hundred_percent_height_scroll="no" align_content="stretch"
flex_align_items="flex-start" flex_justify_content="flex-start"
flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no" container_tag="div"
hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" spacing_medium=""
spacing_small="" padding_dimensions_medium=""
padding_dimensions_small="" border_sizes=""
border_style="solid" box_shadow="no" box_shadow_blur="0"
box_shadow_spread="0" gradient_start_color=""
gradient_end_color="" gradient_start_position="0"
gradient_end_position="100" gradient_type="linear"
radial_direction="center center" linear_angle="180"
background_position="center center" background_repeat="no-repeat"
background_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_custom_bg="" pattern_bg_color=""
```

```
pattern_bg_style="default"      pattern_bg_opacity="100"
pattern_bg_size=""             pattern_bg_blend_mode="normal"
mask_bg="none"                 mask_custom_bg=""      mask_bg_color=""
mask_bg_accent_color=""        mask_bg_style="default"
mask_bg_opacity="100"          mask_bg_transform="left"
mask_bg_blend_mode="normal"    render_logics=""    logics=""
absolute="off"                 absolute_devices="small,medium,large"
sticky="off"                   sticky_devices="small-visibility,medium-
visibility,large-visibility"    sticky_transition_offset="0"
scroll_offset="0"              animation_direction="left"
animation_color=""             animation_speed="0.3" animation_delay="0"
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"          background_color="var(--awb-color3)"
padding_bottom="0px"] [fusion_builder_row][fusion_builder_column
n      type="1_1"              layout="1_1"          align_self="auto"
content_layout="column"        align_content="flex-start"
valign_content="flex-start"    dimension_gap_medium=""
dimension_gap_small=""         dimension_gap=""       content_wrap="wrap"
center_content="no"            column_tag="div"       target="_self"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility"                    sticky_display="normal,sticky" type_medium=""
type_small=""                  flex_grow_medium=""     flex_grow_small=""
flex_grow=""                   flex_shrink_medium=""   flex_shrink_small=""
flex_shrink=""                 order_medium="0"        order_small="0"
dimension_spacing_medium=""     dimension_spacing_small=""
dimension_spacing=""           dimension_margin_medium=""
dimension_margin_small=""       margin_top=""          margin_bottom=""
padding_medium=""               padding_small=""        padding_top=""
padding_right=""               padding_bottom=""        padding_left=""
hover_type="none"              border_sizes=""         border_style="solid"
border_radius=""               box_shadow="no"         dimension_box_shadow=""
box_shadow_blur="0"            box_shadow_spread="0"
```

```
background_type="single"          gradient_start_color=""
gradient_end_color=""             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_custom_size=""
background_custom_size_medium=""
background_custom_size_small=""   background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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" render_logics=""
sticky="off"                     sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin="" transition_duration="300"
transition_easing="ease" transition_custom_easing=""
```

```
motion_effects="" scroll_motion_devices="small-visibility,medium-visibility,large-visibility"
animation_direction="left" animation_color=""
animation_speed="0.3" animation_delay="0" min_height=""
last="true" link="" border_position="all"
first="true"] [fusion_text columns="" rule_size=""
margin_medium="" margin_small="" render_logics="" logics=""
animation_direction="left" animation_color=""
animation_speed="0.3" animation_delay="0" disable_idd="no"
hide_on_mobile="small-visibility,medium-visibility,large-visibility" sticky_display="normal,sticky"]
```

Cosa devono fare ora le aziende

Per arrivare preparati all'emanazione delle linee guida, le imprese dovrebbero attivarsi subito:

1) Mappare lo stato attuale

- Esistono già procedure di segnalazione near-miss?
- I lavoratori sono formati e consapevoli?
- La direzione riceve report periodici?

2) Definire un processo strutturato

- Modello di segnalazione
- Criteri di classificazione
- Modalità di analisi e responsabilità
- Tempi di gestione

3) Aggiornare DVR e procedure HSE

I near-miss diventano elementi da integrare nella valutazione dei rischi e nei piani di miglioramento.

4) Formare correttamente tutto il personale

La segnalazione funziona solo se tutti comprendono perché è importante farla.

5) Predisporre fin da ora una reportistica coerente

Un modello di raccolta strutturato permette di elaborare il futuro Rapporto Annuale Near-Miss senza dover ricostruire dati a posteriori.

```
[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container][fusion_builder_container type="flex" hundred_percent="no" hundred_percent_height="no" hundred_percent_height_scroll="no" align_content="stretch" flex_align_items="flex-start" flex_justify_content="flex-start" flex_wrap="wrap" hundred_percent_height_center_content="yes" equal_height_columns="no" container_tag="div" hide_on_mobile="small-visibility,medium-visibility,large-visibility" status="published" spacing_medium="" spacing_small="" padding_dimensions_medium="" padding_dimensions_small="" border_sizes="" border_style="solid" box_shadow="no" box_shadow_blur="0" box_shadow_spread="0" gradient_start_color="" gradient_end_color="" gradient_start_position="0" gradient_end_position="100" gradient_type="linear" radial_direction="center center" linear_angle="180" background_position="center center" background_repeat="no-repeat" background_custom_size="" background_custom_size_medium="" background_custom_size_small="" fade="no" background_parallax="none" enable_mobile="no" parallax_speed="0.3" background_blend_mode="none" background_slider_position="" background_slider_skip_lazy_loading="no" background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_custom_bg="" pattern_bg_color=""
pattern_bg_style="default" pattern_bg_opacity="100"
pattern_bg_size="" pattern_bg_blend_mode="normal"
mask_bg="none" mask_custom_bg="" mask_bg_color=""
mask_bg_accent_color="" mask_bg_style="default"
mask_bg_opacity="100" mask_bg_transform="left"
mask_bg_blend_mode="normal" render_logics="" logics=""
absolute="off" absolute_devices="small,medium,large"
sticky="off" sticky_devices="small-visibility,medium-
visibility,large-visibility" sticky_transition_offset="0"
scroll_offset="0" animation_direction="left"
animation_color="" animation_speed="0.3" animation_delay="0"
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"
padding_top="35px"] [fusion_builder_row] [fusion_builder_column
type="1_4" layout="1_4" align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start" dimension_gap_medium=""
dimension_gap_small="" dimension_gap="" content_wrap="wrap"
center_content="no" column_tag="div" target="_self"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" sticky_display="normal,sticky" type_medium=""
type_small="" flex_grow_medium="" flex_grow_small=""
flex_grow="" flex_shrink_medium="" flex_shrink_small=""
flex_shrink="" order_medium="0" order_small="0"
dimension_spacing_medium="" dimension_spacing_small=""
dimension_spacing="" dimension_margin_medium=""
dimension_margin_small="" margin_top="" margin_bottom=""
padding_medium="" padding_small="" padding_top=""
```

padding_right="" padding_bottom="" padding_left=""
hover_type="none" border_sizes="" border_style="solid"
border_radius="" box_shadow="no" dimension_box_shadow=""
box_shadow_blur="0" box_shadow_spread="0"
background_type="single" gradient_start_color=""
gradient_end_color="" 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_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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" render_logics=""
sticky="off" sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin=""               transition_duration="300"
transition_easing="ease"          transition_custom_easing=""
motion_effects=""                 scroll_motion_devices="small-
visibility,medium-visibility,large-visibility"
animation_direction="left"        animation_color=""
animation_speed="0.3"             animation_delay="0"    min_height=""
last="false"                      link=""               border_position="all"
first="true"][/fusion_builder_column][fusion_builder_column
type="3_4"                        layout="3_4"           align_self="auto"
content_layout="column"           align_content="flex-start"
valign_content="flex-start"       dimension_gap_medium=""
dimension_gap_small=""            dimension_gap=""    content_wrap="wrap"
center_content="no"               column_tag="div"    target="_self"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" sticky_display="normal,sticky" type_medium=""
type_small=""                    flex_grow_medium="" flex_grow_small=""
flex_grow=""                      flex_shrink_medium="" flex_shrink_small=""
flex_shrink=""                    order_medium="0"    order_small="0"
dimension_spacing_medium=""        dimension_spacing_small=""
dimension_spacing=""              dimension_margin_medium=""
dimension_margin_small=""          margin_top=""      margin_bottom=""
padding_medium=""                  padding_small=""    padding_top=""
padding_right=""                  padding_bottom=""   padding_left=""
hover_type="none"                 border_sizes=""     border_style="solid"
border_radius=""                  box_shadow="no"     dimension_box_shadow=""
box_shadow_blur="0"               box_shadow_spread="0"
background_type="single"           gradient_start_color=""
gradient_end_color=""              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_custom_size=""
background_custom_size_medium=""
background_custom_size_small=""    background_blend_mode="none"
background_slider_position=""
```

```
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"    render_logics=""
sticky="off"    sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin=""    transition_duration="300"
transition_easing="ease"    transition_custom_easing=""
motion_effects=""    scroll_motion_devices="small-
visibility,medium-visibility,large-visibility"
animation_direction="left"    animation_color=""
animation_speed="0.3" animation_delay="0" min_height=""
last="true"    link=""    border_position="all"
first="false"] [fusion_text    columns=""    rule_size=""
margin_medium="" margin_small="" render_logics="" logics=""
animation_direction="left"    animation_color=""
animation_speed="0.3" animation_delay="0" disable_idd="no"
```

hide_on_mobile="small-visibility,medium-visibility,large-visibility" sticky_display="normal,sticky"]

Come People S.p.A. supporta le aziende

People S.p.A. offre un pacchetto completo di adeguamento al DL 159/2025, che comprende:

Audit & Gap Analysis Near-Miss

Valutazione dello stato attuale, delle procedure e della tracciabilità.

Implementazione del sistema di segnalazione

- Modelli e moduli digitali
- Registro Near-Miss
- Procedure operative personalizzate
- Flussi approvativi tracciabili

Supporto alla raccolta dati e alla reportistica annuale

Predisposizione del Rapporto Annuale secondo gli standard MLPS/INAIL.

Formazione HSE dedicata

Per lavoratori, preposti, dirigenti e manager, con focus su cultura della prevenzione.

Consulenza operativa continuativa

Per garantire coerenza con DVR, modelli organizzativi e requisiti legislativi.

[/fusion_text][/fusion_builder_column][/fusion_builder_row][/f

usion_builder_container][fusion_builder_container type="flex"
hundred_percent="no" hundred_percent_height="no"
hundred_percent_height_scroll="no" align_content="stretch"
flex_align_items="flex-start" flex_justify_content="flex-
start" flex_wrap="wrap"
hundred_percent_height_center_content="yes"
equal_height_columns="no" container_tag="div"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" status="published" spacing_medium=""
spacing_small="" padding_dimensions_medium=""
padding_dimensions_small="" border_sizes=""
border_style="solid" box_shadow="no" box_shadow_blur="0"
box_shadow_spread="0" gradient_start_color=""
gradient_end_color="" gradient_start_position="0"
gradient_end_position="100" gradient_type="linear"
radial_direction="center center" linear_angle="180"
background_position="center center" background_repeat="no-
repeat" background_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" fade="no"
background_parallax="none" enable_mobile="no"
parallax_speed="0.3" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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"
video_aspect_ratio="16:9" video_loop="yes" video_mute="yes"
pattern_bg="none" pattern_custom_bg="" pattern_bg_color=""
pattern_bg_style="default" pattern_bg_opacity="100"
pattern_bg_size="" pattern_bg_blend_mode="normal"
mask_bg="none" mask_custom_bg="" mask_bg_color=""
mask_bg_accent_color="" mask_bg_style="default"

```
mask_bg_opacity="100"          mask_bg_transform="left"
mask_bg_blend_mode="normal"    render_logics=""    logics=""
absolute="off"                absolute_devices="small,medium,large"
sticky="off"                  sticky_devices="small-visibility,medium-
visibility,large-visibility"    sticky_transition_offset="0"
scroll_offset="0"              animation_direction="left"
animation_color=""             animation_speed="0.3" animation_delay="0"
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"          padding_top="25px"
background_color="var(-awb-
color2)")[fusion_builder_row][fusion_builder_column type="1_4"
layout="1_4" align_self="auto" content_layout="column"
align_content="flex-start"    valign_content="flex-start"
dimension_gap_medium=""       dimension_gap_small=""
dimension_gap="" content_wrap="wrap" center_content="no"
column_tag="div" target="_self" hide_on_mobile="small-
visibility,medium-visibility,large-visibility"
sticky_display="normal,sticky" type_medium="" type_small=""
flex_grow_medium="" flex_grow_small="" flex_grow=""
flex_shrink_medium="" flex_shrink_small="" flex_shrink=""
order_medium="0" order_small="0" dimension_spacing_medium=""
dimension_spacing_small=""    dimension_spacing=""
dimension_margin_medium=""    dimension_margin_small=""
margin_top="" margin_bottom="" padding_medium=""
padding_small="" padding_top="" padding_right=""
padding_bottom="" padding_left="" hover_type="none"
border_sizes="" border_style="solid" border_radius=""
box_shadow="no" dimension_box_shadow="" box_shadow_blur="0"
box_shadow_spread="0"         background_type="single"
gradient_start_color=""       gradient_end_color=""
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_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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" render_logics=""
sticky="off" sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin="" transition_duration="300"
transition_easing="ease" transition_custom_easing=""
motion_effects="" scroll_motion_devices="small-
visibility,medium-visibility,large-visibility"
animation_direction="left" animation_color=""
animation_speed="0.3" animation_delay="0" min_height=""
```

```
last="false"          link=""          border_position="all"
first="true"][/fusion_builder_column][fusion_builder_column
type="3_4"            layout="3_4"      align_self="auto"
content_layout="column" align_content="flex-start"
valign_content="flex-start"            dimension_gap_medium=""
dimension_gap_small="" dimension_gap="" content_wrap="wrap"
center_content="no"    column_tag="div" target="_self"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" sticky_display="normal,sticky" type_medium=""
type_small="" flex_grow_medium="" flex_grow_small=""
flex_grow="" flex_shrink_medium="" flex_shrink_small=""
flex_shrink="" order_medium="0" order_small="0"
dimension_spacing_medium="" dimension_spacing_small=""
dimension_spacing="" dimension_margin_medium=""
dimension_margin_small="" margin_top="" margin_bottom=""
padding_medium="" padding_small="" padding_top=""
padding_right="" padding_bottom="" padding_left=""
hover_type="none" border_sizes="" border_style="solid"
border_radius="" box_shadow="no" dimension_box_shadow=""
box_shadow_blur="0" box_shadow_spread="0"
background_type="single" gradient_start_color=""
gradient_end_color="" 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_custom_size=""
background_custom_size_medium=""
background_custom_size_small="" background_blend_mode="none"
background_slider_position=""
background_slider_skip_lazy_loading="no"
background_slider_random_order="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" render_logics=""
```

```
sticky="off"      sticky_devices="small-visibility,medium-
visibility,large-visibility" absolute="off" absolute_props=""
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"
transform_origin="" transition_duration="300"
transition_easing="ease" transition_custom_easing=""
motion_effects="" scroll_motion_devices="small-
visibility,medium-visibility,large-visibility"
animation_direction="left" animation_color=""
animation_speed="0.3" animation_delay="0" min_height=""
last="true" link="" border_position="all"
first="false"] [fusion_text columns="" rule_size=""
margin_medium="" margin_small="" render_logics="" logics=""
animation_direction="left" animation_color=""
animation_speed="0.3" animation_delay="0" disable_id="no"
hide_on_mobile="small-visibility,medium-visibility,large-
visibility" sticky_display="normal,sticky"]
```



Le aziende che si attivano subito saranno avvantaggiate

nell'adeguamento e potranno trasformare l'obbligo normativo in un'opportunità di miglioramento della sicurezza, dell'efficienza e della cultura organizzativa.

[/fusion_text][[/fusion_builder_column][[/fusion_builder_row][[/fusion_builder_container]