

## A continuous growth path: it's a result of the sharing process

Mauro Canclini is the creative director of Canclini1925, a company founded in 1925 in Guanzate, specializing in the production of high-end textiles. The Guanzate-based headquarters employ about a hundred workers as well as another 120 people working in the production departments.

'Our corporate philosophy is based on transparency, we do not hide anything. Our approach is to share experiences, and to make sure that whoever joins the team fully understands our way of operating right from the start.' Mauro Canclini, creative director of Canclini1925, sums up with these words the vision of the business founded in Guanzate in 1925 specializing in the production of high-end textiles.

'There is a continuous growth path that is neither formally declared nor tied to specific work hours. It is a process that unfolds in a constant way thanks to the sharing of the competences developed by both the company and its collaborators. Knowledge is transferred across all departments, from the technical-creative area, namely the style, planning and production offices, to the business department, the quality or sustainability department all the way down to the administrative one so as to allow every new member of the team to integrate at their best. 'We believe in the utmost transparency when it comes to both projects and quality. When fabrics are produced, one happens to run into the same old problems, but the more they are shared, the more they can be solved in a natural and physiological way.' The key for both Mauro and Simone Canclini, CEO of the historical textile business, is to make knowledge accessible to their coworkers. 'We ask them to do the same with newbies in order to speed up the learning process. By doing so, the company directly benefits from both permanent collective growth and a greater efficiency.' A philosophy that pays off. 'My cousin Simone and I believe we have valid employees. An aspect that we also verify by looking at how they interact with the outside world. As a matter of fact, we always receive positive feedback, which confirms we are on the right track to have a qualified and motivated workforce.'

The Guanzate-based headquarters employ about a hundred workers as well as another 120 working in the production departments. 'There are people who possess innate abilities, and who derive substantial benefit from our transparent approach. I won't deny that there are also less talented individuals, but they still manage to give their own contribution.'

Bringing one's own life experiences and soft skills into the company is also part of this philosophy. 'This approach helps boost the learning of the person one collaborates with. It is for this reason that we ask our most experienced workers to share their knowledge with the novices. We consider it to be an added value that enables the most promising talents to rapidly make progress. It is the entire organization that benefits from this as it becomes more responsive and can count on competent people.'

The initial idea originates with the management, but is then cultivated and developed together with the collaborators who, thanks to the skills acquired over time, make this growth path easier and more stimulating for everybody.

