

Michele Moretti
Francesco Moretti

A PARTNER FOR CO-INNOVATION

For over 40 years, Fincons Group has stood alongside companies around the world in meeting their most important technology challenges, providing consultancy services, system integration and proprietary solutions for ever more agile and efficient business processes.

A Family Company with more than 40 years of history, Fincons Group has constantly reinvented itself, reading market trends with great skill. A well-regarded international player in business consulting and system integration, supporting companies' digital transformation, it started out in 1983 as a software house, thanks to the foresight and enterprising spirit of its founder, Michele Moretti, who is still its CEO today. At that time, technological excellence had a very concrete meaning: knowing complex environments such as mainframes in depth and developing distinctive expertise in the technologies then central to how large organisations operated. Before long, new avenues for growth led the company to complement its development work with an ever deeper understanding and analysis of business processes. Fincons thus began to establish itself as a partner capable of bringing innovation not only to its clients' information systems, but also to their business processes.

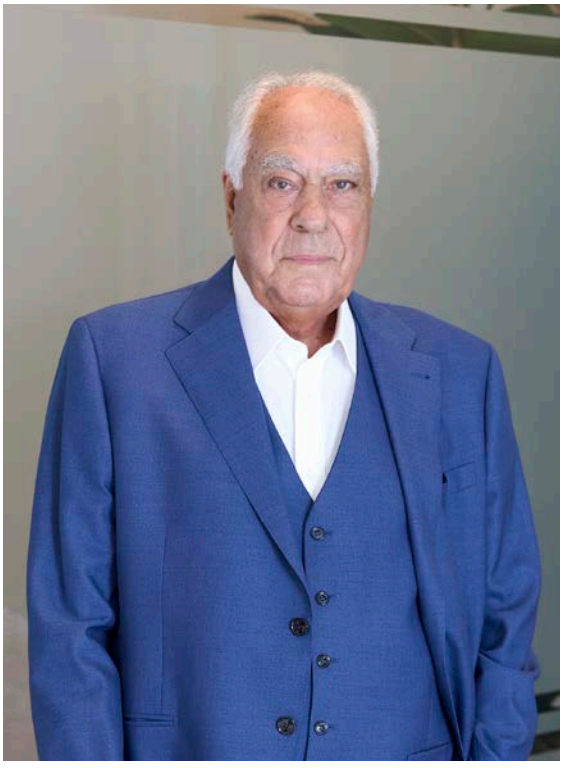
"With the rise of offshoring, the rules of the game changed: software development could be done in India and China at significantly lower costs, sending shivers through the spines of European suppliers. For a company like ours, which had built its identity on expertise and proximity to the client, the answer couldn't be to compete on price alone. So we opted for nearshoring," explains Moretti, recalling the opening of an office in Bucharest, Romania. The move set a new remote development model in motion, one that won Fincons several important clients but, above all, built expertise that proved crucial for the company's next phase of growth. Fincons learned how to manage distributed teams, combine skills and build processes that maintained quality and control even at a distance. When Romania joined the European Union and labour market conditions changed, the company closed its Bucharest office and opened one in Bari, which became far more than a development centre.

"This office is one of the most concrete expressions of how Made in Italy can be a competitive advantage in the world of technology services. From the outset it attracted people from very different backgrounds: local talent, experienced professionals, young people and members of the academic world. The result was a dynamic environment in which technological capability was matched by increasingly strong skills in process analysis and management, making the know-how acquired in the field one of our main strengths and a differentiator in tackling an increasingly complex market," continues Michele

Who is **MICHELE MORETTI**

Founder and CEO of Fincons Group. An engineer born in Bari, he is an entrepreneur with a long-term vision, able to build teams of highly skilled managers with a strong shared culture. He believes in traditional values, roots, family and a passion for work. Flexibility, pragmatism, a strong connection to the local area and direct relationships with clients guide his leadership, and underpin the exponential growth of Fincons Group, which began in 1983 as a small local software house and has become a well-established, respected IT multinational.

Moretti, noting that during that period institutions themselves had begun to regard Fincons as a shining example of technological Made in Italy, capable of reaching beyond national borders. Growth soon extended across Europe. After Italy came offices and operations abroad, with Switzerland now regarded as a domestic market.



Michele Moretti, Fincons Group CEO

MADE IN ITALY AS A LEVER FOR INTERNATIONALISATION

"The United Kingdom was the first key step in our process of internationalisation. It built on the experience we had gained and turned it into expertise that could be exported beyond national borders, all the way across the Atlantic," says Francesco Moretti, Group Deputy CEO, CEO International and General Manager Italy of Fincons Group. He explains how Fincons' presence in the United States was progressively consolidated until offices opened in New York and Los Angeles, an achievement in part made possible by the acquisition of a local business. The move allowed the Group not only to strengthen its direct presence in the American market, but also to combine local skills and knowledge with the expertise it had already acquired.

"Ours is a strategy of international growth built on the cross-fertilisation of skills and expertise," the Group Deputy CEO explains, describing a presence that now spans several countries: besides the UK and US, Fincons has offices in France, Belgium, Germany and India. The depth achieved in individual markets is also borne out by the many client references: in the United States, the United Kingdom and France, the Group quickly built important relationships with the leading players in the media and broadcasting sector.

Who is **FRANCESCO MORETTI**

He first experienced the family business while still studying management engineering, taking part in the Group's growth alongside his father, Michele Moretti. He formally joined Fincons in 2007, taking on roles of increasing responsibility. Today he supports the CEO in setting the Group's strategic direction as Deputy CEO, CEO International and General Manager Italy. He holds executive responsibility for business development and operations across the Group in Italy and all international markets, with the aim of strengthening internal collaboration and accelerating the evolution of the operating and delivery model.

RELIABILITY AND CLIENT TRUST

If technology was the starting point and internationalisation the result of a strong capacity to evolve, what most distinguishes Fincons Group's value model is the trust it builds with its clients. The idea is simple, but it cannot be taken for granted in a sector where contracts and financial metrics risk reducing the client relationship to a series of measurable deliverables.

"With us, contracts are almost a formality compared with relationships. That doesn't mean ignoring the financial or operational aspects, but recognising that a partnership is built, above all, over the long term. There may be emergencies and moments when the parties' interests don't entirely coincide. What makes the difference in those cases is a willingness to find solutions," Michele Moretti stresses, explaining that this philosophy comes directly from the DNA of the Family Company and applies not only externally but also within the organisation.

"We consider human capital our main asset, which is why over the years we have launched numerous initiatives aimed at people's professional and personal development" Michele Moretti explains. "Of great value, for example, are our in-house theatre workshops in Milan and Bari, created and run by my wife, Anna Maria Delzotti." These offer a key opportunity to embark on a journey of personal and interpersonal growth, with participants deeply involved at every stage, from understanding and writing the text through to staging the final performance. In fifteen years, our two theatre companies have staged a number of shows, shared with colleagues and often with clients and partners too. The initiative perfectly illustrates the idea of a company that invests in its people, nurturing their talent, growth and potential. The concept of Family Company is, above all, a culture of responsibility and reciprocity.



Francesco Moretti, Fincons Group Deputy CEO, CEO International and General Manager Italy

AN EVER BROADER AND MORE DIVERSIFIED OFFERING

The numbers speak to the scale Fincons Group has reached worldwide. Globally, the company closed 2025 with revenues of €228 million and an ecosystem of around 2,800 professionals. Of these, 90% are in-house staff, while the remainder are partners and consultants who help strengthen skills and operational capacity.

"Naturally, the company's growth has gone hand in hand with a progressive diversification of our offering over the years. The Media sector remains one of our main areas of specialisation, but we also cover Financial Services & Insurance, Energy & Utilities, Manufacturing, Transportation, Public Administration and International Institutions, sectors whose core business we know inside out. This means we don't just master the technology; we understand the language of the organisation we're talking to," explains Francesco Moretti.

For a bank, this means knowing financial processes and dynamics; for a utility, understanding production, distribution, metering and credit processes; in manufacturing, integrating with PLM and MES; and in Media, working across content supply chain processes right through to rights management.

FROM SYSTEM INTEGRATOR TO SOLUTION PROVIDER

Fincons' next step is to strengthen its positioning and identity as a solution provider. The difference from system integration is substantial. "A system integrator integrates technologies, products and platforms to build coherent solutions; a solution provider adds to this a proprietary body of expertise and solutions able to meet specific business needs," Francesco Moretti points out, highlighting the company's latest moves in this direction.

In Utilities projects, for example, proprietary solutions have already been developed around the specific needs of an initial client and then extended to other operators. In the Media sector, meanwhile, dedicated platforms and solutions for managing television rights have been built, with the aim of standardising this expertise and replicating it in other European markets. In Manufacturing, the experience includes bespoke applications integrated with the platforms of major international vendors.

THE REAL CHALLENGE OF AI

"Today, the most pressing technological challenge for our clients is undoubtedly AI. But in this area more than in any other, you have to be careful not to invest without being sure of a return. It's essential to ask what new capabilities

About **FINCONS GROUP**

An IT consultancy that has spent over 40 years helping the world's leading companies seize the opportunities of digital change, with solutions and technologies that anticipate the future. A multinational with offices in Italy, Switzerland, Germany, France, Belgium, the UK, the USA and India and, at the same time, a Family Company in which the owners play a strategic role with commitment and passion. Fincons offers IT strategy consultancy, system integration of international software packages, proprietary solutions and SmartShore IT services for companies across a range of sectors.

AI can enable and what competitive advantage can be gained. In other words, we need to restore technology to its role as a means rather than an end," says Francesco Moretti.
Fincons Group has been working on these questions for years, not only through its own R&D but also by taking part in European projects, consortia and collaborations. The internal AI Transformation structure has three levels: the Observatory, which analyses what companies are doing, monitors start-ups and emerging technologies, and tracks emerging standards; the Laboratory, which tests ideas through proofs of concept and pilots developed in-house or with clients; and the Centre of Excellence, which turns what works into solutions that can be industrialised.
A concrete example of results already achieved comes from the world of Media: a solution developed for a major client used AI to identify the most suitable points in audiovisual content for inserting contextual advertising. The value of the solution lies not only in the algorithm: the system enriches the content with metadata, so the content does not have to be reprocessed each time. The solution won international recognition, winning the Product of the Year Award presented by the National Association of Broadcasters (NAB).
AI has also been applied to another delicate challenge for large organisations: modernising legacy environments. Here, tools that can automate the migration of legacy code to modern languages and architectures have been developed, using reverse engineering techniques and an approach that keeps a human in the loop for decision-making.

THE TRANSFORMATION UNDER WAY AND WHAT COMES NEXT

Fincons Group is now preparing for a new phase of its evolution, managing the generational handover in a spirit of continuity and in line with its founding values. Francesco Moretti has become a shareholder by acquiring a significant stake in the Group, and the Moretti family now holds almost all of its capital. The move reflects a desire to preserve and pass on identity, expertise and values, carrying them into the next 40 years of growth.
At the same time, the company is considering bringing in an investment fund, with the aim of further strengthening its financial capacity. This would allow it to accelerate its acquisition-led growth plan, with a particular focus on the DACH market and on integrating new businesses that can broaden its skills, geographic reach and growth opportunities.

The opinions reported are attributable solely to the person or organisation that expressed them; they are also not binding on, nor endorsed by, Executive.it or Gartner Italia, which express no judgements here on the products or services that are the subject of this information and accept no responsibility for, nor in any way guarantee, its accuracy.