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PROFILE

- Born in California, educated in New York und Washington, D.C. advising and consulting worldwide, based in Germany since 1991.
- Longstanding successful leadership and consulting experience, as Managing Director, entrepreneur and external Supervisory Board Member.
- Since 1991 special focus on organisational development, talent management, risk management, process optimization, change management, strategic reorientation, post-merger-Integration, and crisis management.
- Long experience in successfully restructuring and strengthening banks and organizations in transition countries; led many successful process improvement, staff development, motivation and change management projects in private and public companies
- Extensive experience conceiving, developing and delivering training courses and programmes in Western and Eastern Europe and Asia, in management/executive coaching and moderating workshops for top management
- Publisher of the first book in German language on the issue of “Risk Performance Management” (Gabler Verlag, 2009); Author of university text book (in German) on “Intercultural Business Success” (2015).
- Fluent in English, German, French and Portuguese, with outstanding intercultural competence.
- My passion: performance optimization, sustainable development of companies and the people who work for them, and driving organisations to success.

PERSONAL INFORMATION

Born June 14, 1955 in Pasadena, California, USA
Based since 1991 in Germany
Citizenship USA
Languages German, Englisch, French, Portuguese

EXPERIENCE

12 – PRESENT

DZ MIKROFINANZFONDS eG – FRANKFURT, GERMANY

Member of Supervisory Board

- Non-executive Director, voted in unanimously by members
- Accompanying and advising on growth strategy for second decade of operation

98 - PRESENT

INTERPROJECTS GMBH - FRANKFURT, GERMANY

INTERNATIONAL PROJECT MANAGEMENT AND CONSULTING COMPANY

Owner / President - MBO and running the firm alone

- Executive coaching for leaders in large number of organizations
- Consulting focal point:
 - Improving performance, strategy and growth, restructuring, process optimization, cost reduction
 - Operational risk management
 - Change management, talent management
- Sectors and clients:
 - Banks and financial service companies in Western, Central and Eastern Europe, Asia
 - Pharmaceutical, engineering, construction, automobile industries, transport, logistics enterprises
 - Supranational and European Clients: World Bank, EBRD, KfW, Asian Development Bank, EU, GIZ
- Project and program direction and management
 - Currently managing and running projects and program covering numerous countries and up to 100 team members

91 - 98

GESELLSCHAFT FÜR ORGANISATION, PLANUNG UND AUSBILDUNG (GOPA) GMBH -BAD HOMBURG, GERMANY

INTERNATIONAL PROJECT MANAGEMENT AND CONSULTING COMPANY

Head of Division

- Profit center responsibility for a world-wide project portfolio of ca. €20 mio for multilateral financial institutions (EBRD, World Bank, KfW, Asian Development Bank, EU, GIZ u.a.)
- Project acquisition and conception for private and public companies in Western and Eastern Europe, Africa, Latin America and Asia
- Consulting focus:
 - Strategic consulting, restructuring, organisational development
 - Feasibility studies
 - World-wide privatisation consulting
- Sectors and clients:
 - Transport, logistics and infrastructure
 - Training institutions, organizations and companies
- Development and expansion of business in Eastern Europe
- Line responsibility for 50 consultants and staff

80 - 91

UNITED NATIONS, NEW YORK, USA

UN Development Programme

89 – 91

ABIDJAN, IVORY COAST

Assistant Resident Representative

- Planning, structuring, negotiating, managing and overseeing the UN development programmes for the Ivory Coast
- Interim political representation of the UN
- Conception, development and negotiation with the Government concerning the overall UN strategy in the country and the specific project portfolio
- Responsible for the management of the entire development budget of the UN Development Programme in the country
- Management of 10 staff

85 - 88

PRAIA, CAPE VERDE

Assistant Resident Representative

84 - 85

KIGALI, RWANDA

Programme Officer

- Management and monitoring of regional projects (Rwanda, Burundi, Uganda)

80 - 84

GENEVA, SWITZERLAND

Area Officer

- Management of a project portfolio in 10 African countries

2016 – (on-going)	Global management consulting firm; €3.3 Billion p.a.	Worldwide	<ul style="list-style-type: none"> Strategy, team building and market expansion workshops for partners world-wide: preparing, conceiving, running workshops; follow-up work with top management 	Moderator Advisor	Head partner for Europe; heads of practices
2014 – 2017	Multinational technology solution provider; € 2,8 Billion p.a.	Germany and 10 other countries worldwide	<ul style="list-style-type: none"> Running a program comprised of ca. 11 multi-million Euro projects in different countries; making a new technology ready for market, designing appropriate products and applications; preparing market launch world-wide 	Program Manager	World-wide CEO
2015 - 2019 (on-going)	Three universities – Masters and Bachelors programs	Germany	<ul style="list-style-type: none"> Authored text book on intercultural business success (2015); Holding presence and e-learning courses for different groups of students (courses started in one university in 2003; ongoing since then) 	Professor	Dean
2011 – 2019 (on-going)	Mid-size consulting firm	Germany	<ul style="list-style-type: none"> Prepare and hold communications and personality development workshops for staff 	Trainer	CEO
2015	DAX financial services provider, €2,8 billion.	Germany	<ul style="list-style-type: none"> Conceiving, designing, conducting and managing a series of 6 workshops with senior managers to develop strategy and a road map 	Adviser, Moderator	Managing Director, HR
2015	Financial Services Company, monthly trading volume USD 100 Bio	United Kingdom, Germany	<ul style="list-style-type: none"> Coaching, training, team building of London Management team; moderating workshops on main challenges and strategic way forward 	Adviser	CEO
2015 - 2016	International energy group, € 1,8 billion	Germany, France	<ul style="list-style-type: none"> Providing a series of 12 3-day training courses for advanced project and program managers, incl. 4 courses for the entire 22-person Board in Germany and 10-person Board in France on change management required to implement the new project management system 	Trainer, Adviser	Head of Project Management
2014 2012	Pharmaceutical and biotherapeutic provider; €440 Mio	Germany, USA	<ul style="list-style-type: none"> Conceived and held workshop series for transatlantic development and IT project teams to improve their performance 	Adviser,	Head of PMO
2013-2014	Two Financial Services companies; monthly trading volume USD 64 Bio	United Kingdom, USA	<ul style="list-style-type: none"> Providing process, structure and change management support and executive coaching for top management in a merger 	Adviser	Head of Europe & Asia, CEO
2013, 2014, 2015	Tire Manufacturer; USD 18 Bio	Germany	<ul style="list-style-type: none"> Designed and moderated three conferences each for ca 80 representatives of the Financial Services D-A-CH, working on strategy and structural issues 	Moderator	CFO, D-A-CH
2012-2014	Machine construction; € 150 Mio p.a.	Germany	<ul style="list-style-type: none"> Development of cutting edge technology measuring machine, including development and testing of concept, production of two prototype machines; Cost reduction: 15% on original costs through supplier and material changes, innovative design 	Team leader	Head of Board, Managing Directors

			<ul style="list-style-type: none"> Leadership of 40-person team 		
2012-2013	Largest State bank in country	Vietnam	<ul style="list-style-type: none"> Defining and introducing sets of key performance indicators and completely new concepts for incentive schemes for the branch network; recommendations for reorganizing the branches to significantly improve performance; definition of main function descriptions of branch staff and elaboration of specific KPIs for each functional group; training courses for headquarters and branches and piloting the new systems in three branches 	Module leader	Chairman, Board Members
2012-2013	Education and Training	Germany	<ul style="list-style-type: none"> Establishing a joint company for two leading training and development organizations in the financial services sector; strategy, structure, processes, marketing and content management; introduction of a balanced scorecard; change management 	Team leader	Head of Board, Board Members
2011-2013	Machine construction; € 150 Mio p.a.	Germany	<ul style="list-style-type: none"> Cost reduction: 15% on top-of-the-line machine: savings across entire company; development of completely new process landscape Leadership of 35-person team 	Team leader	Head of Board, Managing Directors
2011	Two world-wide Financial Services companies	Germany, USA	<ul style="list-style-type: none"> Workshop series for Division Heads and leadership of merger teams USA/Germany on improving cooperation processes and intercultural success 	Trainer	COO, Head of Human Resources, Managing Director
2011	German „Landesbank“	Germany	<ul style="list-style-type: none"> Restructuring Conception and introduction of a new process landscape and architecture for the bank Leadership of 2-person team 	Team leader	Board member for Organisational development
2011	DAX financial services provider, €2,3 billion.	Germany	<ul style="list-style-type: none"> Restructuring of the HR Division Advisory services for a staff divestment programme Conception of Change Management and Diversity Management Programmes 	Advisor	Head of Human Resources, Managing Director
2010	Mid-sized publicly owned bank	Germany	<ul style="list-style-type: none"> Re-Design of the process landscape Definition of the processes for servicing a “Bad Bank” Leadership of 7-person Team 	Team leader	Global Head of Process Development
2010	Insurance association	Ukraine	<ul style="list-style-type: none"> Development and introduction of a concept for operational risk management for the association 	Advisor	Head of Board
2009	Volksbank, € 1 billion p.a.	Germany	<ul style="list-style-type: none"> Cost reduction and successful financial restructuring 10% staff reduction via process optimization Leadership of 5-person Team 	Team leader	Head of Board, Board members
2009	Mid-sized private bank	Ukraine	<ul style="list-style-type: none"> Conception and introduction of a new/modern risk management system for BASEL II Restructuring and reorganisation of the Internal Audit and Controlling functions 	Project Director	Board

			<ul style="list-style-type: none"> ▪ Leadership of 3-person Team 		
2008	<ul style="list-style-type: none"> ▪ China Construction Bank ▪ China Merchants Bank ▪ Hua Xia Bank 	China	<ul style="list-style-type: none"> ▪ Training Needs Analysis for credit risk management and asset-liability management staff in all three banks ▪ Conception and introduction of a training programme in both areas for 500 staff members of each bank ▪ Evaluation of the training programmes in each of the 3 banks ▪ Leadership of 4-person Team 	Project Director, Team leader	Board and Directors for both areas in each bank
2006-2007	European industrial construction company € 9,1 billion p.a.	Germany	<ul style="list-style-type: none"> ▪ Restructuring the departments Sales und Marketing ▪ Turnover increase in a major subsidiary: 30% in the first year after the project 	Advisor	Board member „Marketing and Sales“
2006-2007	Subsidiary of Deutsche Post	Germany	<ul style="list-style-type: none"> ▪ Conception of an „Internationalisation strategy“ for 2.500 staff 	Advisor	Head of Human Resources
2004-2007	Largest public bank	Ukraine	<ul style="list-style-type: none"> ▪ Development and implementation of a concept for professional credit and operational risk management ▪ Training more than 400 staff in 20 banks in operational risk management ▪ Leadership of 20-person Team 	Deputy Project Director	Minister of Finance President of Banker’s Association
2005	DAX Financial services provider, €2,3 billion p.a.	Germany	<ul style="list-style-type: none"> ▪ Conception and implementation of a personnel development programme 	Advisor	Board member
2005	Pharmaceutical firm, \$ 17 billion p.a.	Great Britain	<ul style="list-style-type: none"> ▪ Conception und Moderation of a strategy event for 65 Top Managers; ▪ Strategic reorientation of the company in a highly critical phase 	Advisor	Board member for Europe
2003-2004	Retail bank, 2.500 branches	Romania	<ul style="list-style-type: none"> ▪ Restructuring and preparation for privatisation ▪ Leadership of 8-person team 	Project-director	Board member
2002	Commercial bank	Polen	<ul style="list-style-type: none"> ▪ Development and conception of a new strategy for the bank ▪ Result: the Central Bank approved the further operation of the bank ▪ Leadership of 15-person team 	Team leader	Board member
2000-2001	Commercial bank	Germany; Hungary	<ul style="list-style-type: none"> ▪ Conception of a new business unit for a large bank in Germany ▪ Successful integration in of this unit in the international branches and representations of the bank ▪ After the first year of operations, the new business unit achieved the largest turnover of any unit in the most important branch bank ▪ Leadership of 25-person team 	Project-director; Team leader	Board members (Germany and Hungary)
1997-1998	Council of Ministers	Russia, Ukraine	<ul style="list-style-type: none"> ▪ Headed and managed a number of programmes to repatriate thousands of army officers of the former Soviet Union 	Project-director	Minister

			<ul style="list-style-type: none"> ▪ Negotiations with Ministers, State Secretaries, Officials, Army Commanders as well as representatives of Officers, to find acceptable solutions ▪ Leadership of 20-person team 		
1993	Council of Ministers	Latvia	<ul style="list-style-type: none"> ▪ Leadership and management for the merger of the Transport and Maritime Ministries ▪ Cooperation with the Ministers and their executive staff ▪ Preparation, development and implementation of a modern structure, definition of main roles and processes ▪ Change Management during the integration phase ▪ Leadership of 5-person team 	Project-director	Minister