

Profile Reavis Hiliz-Ward



Reavis Hiliz-Ward
Owner/Manager
INTERPROJECTS GmbH
Walter-Kolb-Straße 5-7
60594 Frankfurt am Main

T: +49 69 756001-0
F: +49 69 756001-20
rhiliz-ward@interprojects.de

Born in California, I studied in New York and Washington D.C., USA, have worked globally and am at home in Germany. I speak several languages (English, Deutsch, Français and Portugues) and understand people and their cultures. And work internationally as Manager, Project Leader and Coach for top Management.

For many years I have successfully worked at the nexus of international organizational development, change management and post-merger integration in the public and private sectors, and have brought numerous endangered projects to a successful conclusion through steady crisis management.

People are my passion, and my goal is to bring them and their organizations to sustainable success, solving problems and optimizing performance. For me, success means helping people excel in what they do and organizations achieve their goals. My natural curiosity and delight at innovation and development support me in this.

Speaking to audiences, I particularly enjoy generating enthusiasm and commitment for new ideas and ways of doing things. My approach to combining performance and risk management has been presented and published in the book "Risk Performance Management".

Reavis Hilz-Ward

Date of Birth: June 14, 1955
Place of Birth: Pasadena, California, USA

Work Experience

- 1998 - present INTERPROJECTS GmbH: Managing Director, Owner
- 2003-2007 Carpe Diem Consultants GmbH, Partner
- 1991 - 1998 Gesellschaft für Organisation, Planung und Ausbildung (GOPA) GmbH: Head of Division
- 1980 - 1991 United Nations Development Programme: Assistant Resident Representative

Education

- Master of Arts in International Economics, Johns Hopkins School of Advanced International Studies, Washington D.C., USA, 1980, Graduated with Distinction
- Bachelors of Arts in History and Politics, Barnard College, Columbia University, New York, New York, USA, 1978, Phi Beta Kappa, magna cum laude
- Large number of training courses on management, project management, communication, coaching, conflict resolution

Languages

- English – native speaker
- German – fluent
- French – fluent
- Portuguese – very good
- Russian – elementary

Selected References:

Strategy Development and Implementation:

- Conceived and facilitated two Management Conferences (Board and second tier managers) for a large international German Bank in transition; included strategy development and major structural and process changes to achieve new strategy
- Led and drove the merger of two large Ministries in a transition economy, including working with the Ministers/top management to shape the new Ministry, overseeing preparation of modern structure, rolls and processes and implementing change management during the integration process
- Supported the Board of a Polish bank to develop and shape a new business strategy, which enabled it to rescind the closure order of the National Bank
- Led a team to conceive and design a new business unit for a large cooperative bank and integrated this unit successfully into its international

branches and business structures; within one year the unit was the largest income generator of the biggest international subsidiary

- Project Director for the restructuring and preparation for privatization of one of the largest Romanian banks
- Facilitated and drove a successful strategy development event with 65 top managers of a leading European pharmaceutical company, which significantly modified the company's strategic direction in a critical phase
- Planned and designed numerous training institutions in transition economies
- Supported strategy development and preparation of implementation concepts for seed sector promoting agents in Bangladesh, which enabled the development of an unprecedented and highly successful transfer of the seed business to the private sector and significantly contributed to food security in that country
- Prepared the intervention strategy of the European Union for a large Central European country

Performance Optimization:

- Coached a Board Member through a successful merger with another organisation (Balance sheet over 1 billion EUR)
- Coached the Head of Human Resources of a Fortune 500 company through the reorientation and restructuring of his department, large personnel divestment programmes and helped conceive and implement the change management measures introduced in the company
- Facilitated two week-long events bringing together international and national CEOs of leading world non-governmental organisations to strengthen individual leadership and set up sustainable peer mentoring processes
- Editor of the first book in the German language on "Risk Performance Management" (Gabler Verlag, 2009)
- Acclaimed speaker on operational risk management at the annual Operational Risk Conference of the Bankers Association for Eastern and Central Europe
- Provide advice and ideas on an ongoing basis to several German Parliamentarians on the issue of restructuring German Development Assistance; results of one consultation were taken into a policy speech by Chancellor Merkel
- As Department Head and Managing Director/President with significant line responsibility for consultants and profit centre responsibility, management of programmes and projects all over the world and in several economic sectors
- Author of several articles, book chapters and a blog on performance optimization

Project Management:

- Project Director and Team Leader for several highly successful bank restructuring projects in Germany and Central/Eastern Europe, including
 - one project to redesign the entire process landscape and spin off a large part of the portfolio to a subsidiary
 - numerous projects to optimize and harmonize core processes and introduce key performance indicators and/or to develop/optimize process landscape

- projects to align processes with a new strategy and retrain staff to fulfill new expectations
- Management of large staff development programmes and change management projects in a number of organisations
- Deputy Project Director for a 3-year project to reform and organise the mortgage market in Ukraine; project involved regulatory and political work with Parliamentarians and Ministers, setting a fledgling mortgage banking association on a firm footing, developing concepts for improved operational and credit risk management and training over 400 staff of banks
- Conceived and managed a (PPP) project to develop and deliver online training to banks in Asia, Central and Eastern Europe and Central America
- Programme Director for several projects to reintegrate thousands of returning officers to society in States of the Former Soviet Union, including working with Ministers, top civilian planners, military chiefs and officer representatives to find sustainable solutions
- Conceived and set up a mentoring and staff development programme for a leading German financial service sector organisation (Fortune 500 company)
- Helped significantly raise sales productivity and results in a challenging international environment for a large French-German facility management company through process optimization, team-building and change management; involved bringing feuding managers together to create a new way of working together, developing joint concepts for moving forward and optimizing the processes; sales roughly doubled after the intervention
- Led workshop to develop a new concept for overseas placement and reintegration of returning staff for a large German pharmaceutical company

Training and Coaching:

- Executive Coach for Board Members and Top Management of several leading German/European banks, financial services, IT and industrial production companies (primarily in pharmaceutical and auto industries)
- Member of the exclusive coaching register for World Vision (one of the largest international NGOs with 20.000 staff worldwide)
- Management and delivery of large training programmes in the fields of communication, conflict resolution, project management, team building, rhetoric, intercultural management
- Regular lecturer at the Fachhochschule Pforzheim, an industry association (VDA-QMC), the International Chamber of Commerce and Industry (Frankfurt) and for other German companies on intercultural business management (country focus: Germany-US; Germany-Russia; Germany-France; Germany-China); conceived and delivered training programmes for an automobile parts manufacturer to prepare its staff for opening and operating a large new factory in China, for a major European facility management company on German-French intercultural business management and for a global pharmaceutical company on intercultural process management/strategy development
- Conceived a training programme for the (2000-member) staff of a major German IT/Logistics firm in the fields of project management, communication, leadership, personality development and presentation skills
- Team Leader for the conception and later evaluation of a large credit and Asset-Liability Management training programme in three leading Chinese banks