

[Richard R. Bahner, a key Hilltop Global Associate- Biography.](#)

Richard R. Bahner is President of R Bahner International, Change Management and Human Resources Solutions, "Turning Transformations into Profits". A Human Resources Consultant focusing on Human Resources Strategies, Change, Governance, and Management Solutions, Richard has developed Change Management Processes for organizations utilizing a HR / ROI Measurement System to balance both business and organization investments during the change execution phase that drives business results.

Richard was Senior Vice President of Human Resources for Deutsche Bank Financial Services, with overall responsibility for managing the change of this unit from a Product-focused business model to an Industry-focused organization, improving business results 32% in 14 months.

Prior to Deutsche, Mr. Bahner served as Vice President of Human Resources for Citibank North Asia, in Hong Kong. He spent six years with AT&T as Global Human Resources Director, and nine years with PepsiCo in manufacturing, sales and franchising with Pepsi and Frito-Lay. He has had global responsibilities in various positions in the US, Asia, Europe, and Latin America.

He has an extensive global background and experience with managing human capital in all major marketplaces, leading diverse teams for large multinational organizations focusing on global growth, and effectively executing business strategies.

Mr. Bahner is a featured speaker and contributing author on global HR issues. He has taught at Hong Kong University for the Cornell MBA and graduate programs and at the Pace University business program in New York.

Richard has a BS in Human Resources Management from Penn State University and an MBA in Management from Loyola. He speaks English, Spanish, and conversational German. He currently lives in Mendham, New Jersey in the US with his wife Hilda and son Ricky.