

[William A. De Santis, a key Hilltop Global Associate- Biography.](#)

William A. De Santis is an international Human Resources Consultant specializing in building organizational capability and effectiveness through organizational development, performance management, incentive compensation and benefits, change and transformation management, strategic and practice alignment, talent acquisition, leadership development, communications, executive coaching and Human Resources policy development, execution and measurement scorecards. *"Superior Human Capital practices drive business success and greater financial returns to employees, management and shareholders".*

Mr. De Santis has extensive experience working with corporate officers and division presidents leading successful global merger and joint venture integration processes and building organizational capability in startup international businesses for Fortune 50 companies.

He served as a corporate Human Resources executive with ChevronTexaco at its New York headquarters, and as head of Human Resources and Administration -Europe, Middle East & Africa for UNOCAL Corporation in London. Earlier, he was a United States Air Force liaison officer to NATO and the Royal Air Force based in Germany. International business responsibilities resulting in profit growth have included operations in Europe, the Middle East, Kenya, Singapore, Hong Kong, Indonesia, Australia, and Latin America. In combination with his international accomplishments, Mr. De Santis is credited with developing innovative domestic programs for employee renewal and organizational revitalization.

Mr. De Santis is a featured speaker with various professional groups, and is affiliated with Human Resource Planning Society, Chartered Institute of Personnel and Development (CIPD -United Kingdom), Society of Human Resources Management & Global Forum, and International Executive Resources Group

Mr. De Santis holds a BS Science, Gannon University in Erie, Pennsylvania and a MS (Post Grad Dip) Management, University of Strathclyde in Glasgow, Scotland. He lives in HoHoKus, New Jersey.