



Pfeiffer Partner Program

RMannAssociates,LLC

Bob Mann is a leading expert in the role of leadership development as a driver of the strategic growth of organizations. The design, development and implementation of leadership development systems and programs that are integral to growth initiatives is his area of expertise and his chosen focus of practice. He is the President of RMannAssociates, a firm dedicated to enhancing the capability of organizations to achieve their strategic aspirations through the growth and development of executive leadership talent. He is also an Associate Professor of Management at the John F. Welch College of Business, Sacred Heart University where he is the Director of the Executive Leadership Development program.

Professional Expertise

Until early 2009 Bob served as a senior executive of UBS, one of the world's leading global financial services firms. As a member of the UBS Group Managing Board he held the position of Managing Director, Global Head Learning & Development. In this capacity he founded and led the award winning UBS Leadership Institute reporting to the Group CEO with responsibility for the senior-most leadership development programs and integrated learning activities across UBS.

The UBS Leadership Institute offered a series of strategically designed top level programs and customized forums for shaping UBS's strategic agenda, addressing critical challenges and opportunities, leveraging leadership capability across business groups and facilitating cross-organizational learning and talent management. His work with the Leadership Institute has been featured in numerous case studies, professional magazines, business journals and books. Most recently these include: a Harvard Business School Case Study, "UBS: Toward an Integrated Firm" (2006); a chapter in "The Pfeiffer Annual on Leadership Development" (2007); several citations in "Strategic Executive Development: The Five Essential Investments" (2006); and a CLO Profile of Bob in the July 2005 issue of "CLO magazine. In his broader capacity as Global Head of Learning and Development in both the UBS Investment Bank and at the Group level, Bob had responsibilities for key talent management, succession planning, performance managing, recruitment, and learning strategy and systems.

During his 13-year tenure with UBS Bob also served as the Deputy Head Group Human Resources, Chair of the UBS Learning & Development Management Committee, with positions in London, Zurich and the U.S. Prior to joining UBS in 1996, Bob held a number of senior executive positions in various global businesses both in the U.S. and abroad. While at Texaco, Inc., his assignments included Director of Global Brand Management, Downstream Business Development and Strategic and Special Initiatives for Texaco Europe as well as leading the company's Executive Education and Development function. Prior to Texaco, Bob led senior client engagements as a Principal of Executive Development Associates, He began his career in various strategic talent management roles with Xerox Corporation.

Bob has 30 years of experience working for global organizations around the world. Most of that experience has been gained in the service of helping large organizations achieve their strategic ambitions through leveraging and developing Leadership Talent.

Recent Engagements this year include the redesign of the Executive Development programs at a major financial services firm; Coaching several Managing Director Investment Bankers on developing the leadership skills required to transition to the senior most ranks of a global banking firm; working with the SVP of Operations at a major publishing firm to enhance the capabilities needed to lead a much larger, integrated business; Helping a Managing Director of Risk Management develop the interpersonal skills required to enhance client interaction at an international investment bank.; Building the general

management and leadership capabilities Of the Chief Legal Officer for several businesses at a major multinational corporation.

Education and Professional Affiliations

Ph.D. in Social Psychology, University of Rochester, Rochester, New York (1980)

MA in Social Psychology, University of Rochester, Rochester, New York (1980)

MA in General Experimental Psychology, Brooklyn College, CUNY, NYC (1976)

BS, Brooklyn College, CUNY, NYC (1974)

Hogan Certification

Contact Information

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