



## Curriculum Vitae

### Dr. Anthony Cerquone

*Ph. D., Theology, Drew University, Madison NJ, USA*

## Current Positions

### Rochester-Bern Executive Programs

*Adjunct Faculty for the Leadership & Career Development course (since 2017)*

## Former Positions

### Management Positions

Dec 2016 – Aug 2017

Barry Callebaut AG

*Global Head Talent Development and Leadership Development*

- Build a talent and development strategy ('Talent Mgmt Agenda'), defining what the main programs, processes and tools to be built in next three years
- Build from scratch the new talent and development process, including organizational and talent review, succession planning and key talent mgmt.
- Differentiate the talent and development process from the performance process and ensure that IT support tool (Success Factors) is aligned with change
- Revise current leadership development offering to reflect needs of the business to build management and leadership skills
- Supported the business in strategic business transformation programs (e.g., Finance) from the change mgmt. people side

April 2012 – Nov 2016

UBS AG

*Global Head Talent & Development*

- Manage all talent and performance management processes, including organizational and talent review, succession management, performance mgmt., global employee survey, promotion to managing and group managing director
- Direct responsibility for global leadership development offering (CHF 7 mm budget)
- Budget responsibility for professional development (budget of > CHF 70 mm)
- Direct leadership of 180 FTE

April 2012 – August 2015 UBS AG

*Global Head of HR, Wealth Management*

- Strategic alignment and risk free operations of all HR services to needs of the UBS WM division (> 16,000 EEs globally)
- Oversight and personal involvement in the hiring, development and, where necessary, the exit of executive and senior talent ('Top 200')
- Implementation of division wide change management project 'Client Promise' that served as the foundation for our WM business transformation
- Ensured that key talent had 2.5x better chance of career progression over against non-key talent
- Direct leadership of 40 FTE (indirect ca. 60 more)

April 2010 – March 2012 Novartis Pharmaceuticals AG

*Global Head Talent Management and Organizational Development*

- Global responsibility for all talent management and organizational development activities of Novartis across all divisions
- Managed organizational and talent reviews with Novartis CEO and Division Heads of all Novartis business lines
- Implemented specific leadership and key talent programs for top talent, especially in emerging nations ('Lead' program)
- Instituted a firm-wide leadership framework model that formed basis of all internal leadership development programs and external assessments
- Personally led management leadership training courses and offsites
- Head Integration Mgr for integration of Chiron acquisition into Novartis on HR fronts of talent, leadership development and culture
- Direct leadership of 8 FTEs, functional leadership of all talent mgmt / org development practitioners (ca. 100 more)

Sept 2007 - March 2010 Novartis Pharmaceuticals AG

*Global Head Talent Acquisition and Development, Org and Leadership Development*

- Integrated all talent management, org and leadership development and recruiting for Novartis Vaccines and Diagnostics globally (ca. 6,000 EEs)
- Introduced all HR practices into new Novartis division and streamlined recruiting practices globally
- Led management and leadership training courses and offsites
- Direct leadership of 30 FTE

April 2004 – Aug 2007

Novartis Pharmaceuticals AG

*Global Head Talent Management and HR Head Novartis International*

- Head HR for Global Functions Finance and Legal
- Responsible for seamless running of talent and succession process across all of Novartis
- Led management and leadership programs and change management offsites

2003 – 2004

Credit Suisse AG

*Head Department, Talent Management and Assessment Services*

- Established all succession planning, 360 feedback, performance management, and all assessment activities at group level for all CS
- Responsible for all internal assessment practices group wide (ca. 600 per year)

- 2000 – 2002                      Credit Suisse AG  
*Head Sector, Learning Technology and Staff Development*
- Head professional learning for CS, including e-learning
  - Implemented first learning management system for CS
- 1998 – 1999                      Credit Suisse AG  
*Human Resources Manager, Technology and Services*
- HR manager for part of IT (ca. 400 EEs), including all HR processes from hiring to exit
- 1993 – 1997                      Credit Suisse AG  
*Head Internal English Program, Technology and Services*

## Education

- 1995                                  Ph. D., Theology, Drew University, Madison NJ, USA  
Dissertation: 'Redaction and Chapters 1-4 of the Book of Revelation'
- 1986                                  Masters of Divinity and Philosophy, Colgate Rochester Divinity School, New York USA
- 1982                                  Bachelors of Science in Physics, State University of New York, Plattsburgh, New York USA