
EXECUTIVE PROFILE



Dick Massimilian

FELLOW

“Dick has an unusual combination of expertise. His business acumen has given me added perspective on key business drivers. He also has great instincts about people and organisations. Through working with Dick, I am better able to understand my large, complex organisation and have increased my leadership impact. He is very knowledgeable about corporate culture in different parts of the world. He is very direct, is not afraid to challenge and is always honest. He is genuinely interested in my success.”

Ivan Tornos

Vice President, EMEA S. Region
CR BARD Inc.
UK

“Dick is an experienced professional with a personable style and affable approach. He helped me understand how my individual style enhanced or detracted from team environments. His knowledge of our business and his understanding of people and their motivations contribute greatly to his ability to take executives to the next level in their professional development.”

José María Cervera Lucini

First Vice President, Client Services
FISERV
Jersey City, NJ, USA

Dick Massimilian is a Fellow with the Oxford Leadership. Dick Consults Senior Executives and Boards of Directors on Strategy Implementation, Leadership Assessment and Succession Planning and Corporate Infrastructure for Growth. His client list includes UBS, ExxonMobil, Johnson & Johnson, The Limited and Hewlett Packard. Dick is based in Dallas, Texas.

Dick has worked with leaders committed to exceptional business outcomes on five continents for more than 25 years. An Expert in Post-Merger Integration, Organisational Design And Leadership Development, Dick consults top management on sensitive issues related to individual, team and organisational performance. He has also owned and operated two businesses in New York and Texas. Pragmatic and results-focused, he maintains a clear line of sight to return on investment in his consulting engagements.

Dick was a partner at Mercer Delta Consulting, where he oversaw large-scale change initiatives in the telecommunications, banking and retail industries in the US and Europe. His prior consulting experience includes integrating European acquisitions for a multi-billion dollar US based fiber and cable manufacturer, coaching the head of the largest division of a telecommunications manufacturer through a two-year culture change initiative and directing project teams in Luxembourg, the Netherlands, and Belgium. His clients have included Microsoft, Hewlett Packard, Xerox, Corning, ExxonMobil, ConocoPhillips, Johnson & Johnson, Bristol Myers Squibb, JP Morgan Chase, HSBC, Merrill Lynch, UniCredit Banca, The Limited and Reebok.



Dick's executive coaching clients include Deloitte, where he worked with more than 60 high level Partners internationally as part of the Deloitte Global Next Gen Leadership Programme, and the Deloitte Accelerated Development Programme.

Dick has delivered educational and training programs throughout United States, Europe and the Middle East to more than 10,000 people. He holds an M.B.A. in Finance from The Wharton School of the University of Pennsylvania and a Bachelor of Arts in Political Science from Yale. He is a former Wharton Public Policy Fellow, and served as President of the Yale Club of Dallas.

Dick works in English.