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## MICHAEL MAFFUCCI

### SENIOR EXECUTIVE COACH

#### AREAS OF EXPERTISE

- Strategic Talent Management
- Executive Talent Development
- Organizational Development
- Leadership Development
- Performance Management Systems

#### CLIENTS

- Credit Suisse
- Deutsche Bank
- Franklin Templeton Investments
- Lane Construction
- McGraw Hill Companies
- Qatar Telecom

#### LEVEL/TYPE

- High Potential; EVP; SVP; VP; Middle Management



#### BIOGRAPHICAL INFORMATION

Mike has recently joined EXCN as a Senior Executive Coach. He has over 20 years of experience in financial services, communications and consulting and has held senior leadership positions in the United States, Europe and Asia.

Mike aims to help organizations improve business performance by maximizing leadership and management productivity. In addition, his experience as an engineer has enabled him to design and deploy enterprise-wide solutions for the identification and development of talent in global organizations.

A few of Mike's recent projects include the development of a global Learning Strategy and Operating Model for a leading financial services firm as well as the design and execution of a strategic assessment of all Managing Directors in the Technology and Operations division of a leading European Bank.

Prior to joining EXCN, Mike was the Global Head of Leadership Development and Talent Management for Deutsche Bank, where he developed and implemented the Bank's current leadership model and talent management processes. In addition, Mike was responsible for the introduction of the Bank's global Leadership & Management Curriculum as well as the implementation of the Bank's global executive coaching process for the top 2000 executives across the Bank.

Mike holds a BS in Physics from Franklin & Marshall College and began his career as a Broadcast Systems Engineer for RCA.

Mike currently serves on the boards of various charitable and educational organizations in the New York area.