



Ray Debattista - Managing People and Performance - Tutor

Ray was educated at St. Augustine's College, Malta and obtained a Masters Degree in Business Administration (Henley) in May 2007.

He has been in employment with Bank of Valletta plc for the past twenty six years. He served in various roles in the Bank's retail network during that part of his career, before specialising in life assurance following the introduction of Bancassurance by the Bank.

Ray has been involved in training design, delivery and evaluation for the past twelve years. His key interests are People Management and Leadership, Continuous Professional Development as well as Performance and Change Management. Ray managed all strategically led training projects at the Bank's Training and Consultancy Unit between 2003 and 2006, and formed part of various project teams responsible for the implementation of innovative products, services and processes, namely the Relationship Banking Concept, Customer Relationship Management and the BOV 24 X 7 Services.

He has attended various courses organised for vocational trainers by the Chartered Institute of Professional Development (CIPD) in the United Kingdom.

Following a two year managerial role in one of the main retail branches, Ray has been responsible for the Resource function within the Bank's Human Resources Department for the past two and a half years. He also carries out freelance People Management Consultancy to private and public entities on the island.