



David Oliver
VP, Talent Management and Development

David is the VP, Talent Management and Development for Frito-Lay North America. David and his team are responsible for a wide range of development and capability efforts, including Talent Management (Executive Development, Succession Planning), Sales and Supply Chain Field Capability, Diversity and Inclusion, and HR core processes (organizational surveys, 360 & upward feedback, performance management, and front-line selection).

David has been with PepsiCo for 12 years. Prior to this current role, he was the VP of Talent Management for PepsiCo Americas Foods (PAF) where he supported Talent Management across the Foods divisions for North and South America. He also spent four years as the Senior Director of Organization and Management Development for PepsiCo International. Prior to PepsiCo, David worked at GTE (now Verizon) where he led the Employee Selection Group in the design and development of all tools used for employee selection.

David has a Ph.D. in Industrial and Organizational Psychology from the University of Southern Mississippi, and a B.A. in Psychology from the University of Texas at Austin. He has published several book chapters and research articles in the area of talent management, executive coaching, and employee selection. He is an active member in the Society for Industrial and Organizational Psychology, The Dearborn Group, and the Mayflower Survey Consortium, where he served on the Board and is a Past Chair. David and his family live in Dallas, Texas.