



2025 Ones To Watch - Industry Leaders: Anthony Pili, Orange Bank & Trust Company

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Anthony Pili
Chief Innovation Officer

Orange Bank & Trust Company

“Since joining Orange Bank & Trust Company in 2018, Anthony has demonstrated immense leadership and has helped foster a culture of innovation at the Bank. This has resulted in a product and service suite that is competitive with the nation’s largest financial institutions.” - Michael Gilfeather, President & CEO, Orange Bank & Trust Company.

Recent goal and impact:

I assisted Orange Bank in becoming a technological and innovation leader amongst the real estate and property management verticals in the Hudson Valley and the Bronx markets. As a result, our clients save time and money and can focus on growing their business rather than thinking about their banking, payments, accounting, and receivables.

Turning problems into opportunities:

In 2024, we conducted a client survey with Payserv Payroll Solutions and 73 percent of respondents stated that they have experienced fraud, with checks and credit cards being the most common types. New technologies like the FedNow instant payment system and embedded banking will enable real-time payments and seamlessly integrate banking services into businesses’ existing workflows, providing greater convenience and efficiency. We constantly look for opportunities to educate our clients on how to protect and prevent fraud, and the new technologies that are less vulnerable.

Best books, podcasts, or apps for aspiring leaders:

Start With Why & Leaders Eat Last: Why Some Teams Pull Together by Simon Sinek.

Sharing knowledge and expertise:

I often moderate and participate in panel discussions about the issues making the biggest impact on our industry, the economic environment, and more. Work with real estate developers and property managers to help them streamline operations, keep abreast of industry changes/incentives, reduce risk, and increase efficiency.

Giving Back:

My participation on the Workforce Development Board, where an extremely talented group of business leaders work hard to provide access to career opportunities for job seekers and a qualified talent pool for employers to drive economic growth in our local community.

Best advice for new leaders:

Innovators see customer problems, not as obstacles, but as fertile ground for innovation.

Who was/is your role model and/or leadership mentor?

The true mentors in my leadership journey are my clients. They teach me how to adapt and innovate.

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