

President / Executive Vice President - Business Growth & Integration

Extraordinary track record in directing global business integrations, consolidations, start-ups, and turnarounds, resulting in dramatic revenue growth, cost savings, and achieving private equity buy, sell, and growth objectives.

Highly results-oriented, senior-level executive with over 20 years of experience driving change-oriented businesses worldwide to deliver results. Known and respected for building businesses, integrating acquisitions, and achieving cost synergies. Extremely strong business, financial, and operations acumen with expertise in facing challenging environments plagued with uncertainty and change. Known and respected for assembling and effectively leading cross-cultural teams (China, Europe, Colombia, United States, for example) committed to ever-increasing profitability. Strong influencing skills with tremendous energy and edge. Articulate speaker skilled at presenting to private equity firms, board of directors, banks, and clients.

Areas of Expertise

- Global Business Growth & Optimization
- Consolidations, Integrations, Turnarounds, & Restructuring
- Superior Change Management
- Business Development
- Synergistic Cost Savings
- Cross-Cultural Leadership
- Mergers/Acquisitions Planning and Negotiations
- Leadership Team Recruitment
- P&L Accountability

Career Highlights

- Led and transformed Fortune 50 company divisions, joint ventures, middle market organizations, and high growth businesses, including a five company rollup.
- Ran organizations with revenues up to \$200M and 350 employees in 19 states and 27 international locations.
- Directly involved in 15 Mergers & Acquisitions - pre and post-deal activities.
- Doubled the revenues of two business units to \$50M each within 36 months.
- Directed new product development for a start-up that led to the sale of over 700,000 products within two years.
- Multi-national executive - lived in the United States, Canada, Europe, and led efforts with manufacturers in China.

Responsibilities and Achievements

Grisanti, Galef & Goldress, Principal. Turnaround Consulting and Crisis Management 2007 - present

Salton, Inc., Lake Forest, IL 2002 – 2006
MANAGING DIRECTOR

Led the Growth of 2 Global Joint Venture Start-ups

(\$1B leader in the design, marketing, and distribution of branded, high-quality small appliances, home decor, and personal care products)

High-profile executive management position leading two joint venture start-ups, molding a successful team from very diverse backgrounds and cultures, and being the first to launch new small appliance product in the United States. Team consisted of product design and development, manufacturing, sales and marketing in China, Colombia, Italy, and the U.S. Key responsibilities included sourcing manufacturing options, evaluating product design, negotiating pricing, developing patent strategies, and managing the overall production and major milestones.

- Successfully led diverse teams to effectively work together including factories and manufacturers in China.
- Launched the first-ever product to the United States, resulting in the sale of over 110 million coffee/tea pods and more than 700,000 machines.
- Launched the Melitta ONE:ONE coffee pod brewing system via a multi-channel strategy and the Juan Valdez coffee pod brewing system through an exclusive 1,500 Target store agreement nationwide.

Sara Lee Corporation, Norcross, GA & Boston, MA

1998 - 2001

PRESIDENT, Southeast Division (1999 – 2001) & Eastern Division (1998 – 1999)

Built and Grew 2 Divisions; Integrated Regions and Acquisitions; Achieved Significant Synergistic Savings

- Eastern Division – Recruited to this pivotal position to recruit divisional staff, manage 350 employees, integrate acquisitions, and achieve synergies. Results: \$200M division doubled in size to \$400M within 18 months; successfully integrated division and executed strategies to achieve \$250K in synergistic savings.
- Southeast Division – Set up new division of 150 employees, opened new branch in TN, assembled and developed team in human resources, sales, marketing, warehousing and distribution, and finance, integrated acquisitions, and attained synergistic savings. Results: Achieved all goals including a synergistic savings of \$350K and a resizing plan that eliminated \$1M in expense.

Wellesley Partners Limited, Wellesley, MA

1997 - 1998

MANAGEMENT CONSULTANT, Corporate Advisory Services

Developed offering memorandums explaining the details of companies to be sold to potential investors and purchasers and sourced businesses to be sold.

- Successfully sold printing business by creating an offering memorandum and presenting it to investors. Conducted final negotiations and closed the deal.

INDEPENDENT TURNAROUND CONSULTANT

1991 - 1997

Organizational Dynamics, Inc., Burlington, MA

PRESIDENT (ODI International) & EXECUTIVE VICE PRESIDENT (Organizational Dynamics, Inc.)

Restructured Domestic and Global Business; Negotiated Acquisition & Integrated 2 European Companies

(\$25M global management consulting company with offices in 27 countries offering business planning, total quality management, and training)

- Implemented aggressive strategies to restructure a domestic and international business along with refinancing.
- Negotiated the acquisition of and integrated two European companies; achieved operational break-evens from substantial losses with projected profitability; positioned company for acquisition or refinancing.

VICE PRESIDENT & GENERAL MANAGER - J. Bildner & Sons, Brookline, MA

Turned Around Declining Business to Achieve Goal of Break-Even & Modest Sales Growth

(\$15M specialty retail food chain and catering business)

Joined organization coming out of bankruptcy with the responsibility to get the business back to breakeven point.

Operated three locations in a General Manager role, cut overhead, and generated a positive cash flow.

- Achieved operational break-even, a modest sales growth, and successfully reversed a declining business by reviewing pricing strategies, adjusting margins, conducting effective vendor pricing negotiations, promoting home delivery option, and directing all store operations and inventory.

VICE PRESIDENT - Araban Coffee Co., Boston, MA

Achieved Sustained Growth & Profitability

(\$10M full service manufacturer and distributor)

- Sold significant amount of new business resulting in the expansion of plant operations from 3 to a full 5 days a Week, bringing business to sustained growth and profitability.
- Spearheaded major growth opportunity by developing and introducing new product line.

Unigesco, Inc./Kraft General Foods, Montreal & Toronto

1987 - 1991

PRESIDENT – EXCELO GROUP (acquired by KGF in 1990)

Acquired, Integrated, & Expanded 5 Regional Companies with Exit Strategy

- Spearheaded substantial growth plan by recruiting and directing key leadership and building and equipping a new 40,000 sq. ft. plant and office complex.
- Doubled profitability and sales to \$45M within two years and participated in the sale of the business to Kraft General Foods for twice the owner's investment at \$50M.

EDUCATION

MBA, Boston University / B.A. in Economics, Colby College

BOARD

Board of Directors member, Micropack, Inc., Natick, MA (1998 – 2003)

APPOINTMENT

(Leader in the manufacture and sale of value-tier, single-serve bottled water products)