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**Experienced manager and director specializing in strategy implementation, post merger integration, turn around restructuring and expansion management**

**Professional Experience:**

**Hachette Polska** **Managing Director** **10.2009-12.2013**

Managed company throughout optimization process. Designed and successfully implemented business improvement strategy covering organization, logistics, sales and new product implementation processes. Led the company through 20pp improvement of profitability and cash flow optimization. Successfully introduced new product segment – literature for adults allowing for diversification and improvement of business sustainability. In final stage of involvement coordinated divestment from trade publishing activity in Poland.

**Aktyre Ewa Edyta Rytka** **Strategic and optimization advisor** **5.2008-9.2009**

Turnaround and crisis management for production, trade and service companies In Central and Eastern Europe. Strategy creation and cost optimization Project.

Definition of growth strategy for production maintenance and tools producing factory.

Analyzed and initialized implementation of headcount optimization bringing PLN 7.5 million savings for financial institution.

**Dunaferr Group** **Integration Project Manager** **8.2006-11.2007**

Designed and successfully implemented post acquisition strategy for a group of 40 companies employing 9000 people and generating revenue of EUR 1 billion.

Apart from financial, legal and operational integration (including integration of administration, finance function, HR management, production and logistics) project covered redesign of remunerations and motivation system as well as negotiations of collective labor agreement modification and headcount optimization. Identified savings exceeded Euro 30 million.

**Fresh&Co** **General Director (CEO)/Advisor** **3.2005-2.2006**

Managed company throughout the turn around and the loss of liquidity period implementing elements of restructuring strategy: headcount optimization, design of supply chain function and implementation of management controls.

Negotiated stand still with all major banks and creditors allowing for successful search of strategic investor without stopping of company's activities.

**Kolaja & Partners** **Executive Director** **7.2005-4.2008**

Specializing in turn around and crisis management of manufacturing, trading and service companies in Central and Eastern Europe. Helped to create and implement restructuring and optimization strategies based in healthy organizations and these with significant shortages of financing.

Developed and implemented post merger integration strategies including financial, legal and operational aspects. Performed number of pre-acquisition due diligences.

**Opczno** **Advisor to CFO** **3.2002-10.2002**

Designed and implemented activity based costing system for production company introducing complete version of SAP system.

Definition of accounting standards for production outsourcing company servicing Opoczno SA and definition of settlements with Opoczno in SAP standards.

Redesigned motivation system introducing tools allowing for effective implementation of Management by Objectives.

**Kolaja & Partners (CII Group) Senior Associate 3.2000-6.2005**

Project manager in a number of strategy creation and restructuring projects, specializing in redesign and strengthening of management architecture: redesign of organization structure, development of costing and budgeting systems, and definition of ERP system requirements for managerial reporting needs, implementation of management by objectives and optimization of personnel costs.

Managed company's finance function during first 2 years of operations.

**KPMG Polska Audyt Senior Assistant 9.1997-2.2000**

Audited financial statements prepared in accordance with Polish, International and Country specific standards. Assessed control procedures in place and evaluated risk related to management architecture and controls in place.

**Target Professional English Consultants Office Manager 8.1994-8.1997**

Coordinated all administrative issues including: HR, Sales and Finance administration

#### **Education:**

**MBA LSE, HEC, NYU Stern Business School, TRIUM Executive Program 2004-2006**

Financing of turn around and distressed restructuring in Central and Eastern Europe.

**Certificate Association of Chartered Certified Accountants 1998-2002**

International qualification in finance and accounting.

**MSc. Economics Warsaw School of Economics 1992-1997**

Finance and Banking faculty, specialization in Corporate Finance

#### **Additional information:**

Stowarzyszenie Interim Managers – Founder Member, Revisory Board Member

Languages: Polish - Native  
English – Fluent  
Russian – Fluent  
Serbian - Passive

Hobbies: literature, photography (landscape and architecture)