



THE REVIVAL EXPERT

YOU HAVE A
MERGING /
AQUISITION
PROJECT AND YOU
NEED TO CHANGE
YOUR
ORGANIZATION
AND YOUR TOOLS

YOUR IT TOOLS
ARE BLOCKING
YOUR
DEVELOPMENT...

YOU WANT TO
REPOSITION
YOURSELF ON THE
MARKET BY
CHANGING YOUR
ORGANISATION
AND YOUR TOOLS

YOU NEED TO
STABALIZE ONE OF
YOUR
SUBSIDIARIES

MY SPECIALITY

Taking temporarily the leadership of your company (CEO/COO level)
to solve your organizational and infrastructure problems !



Some of my achievements

TYPE OF BUSINESS	MY ACTIONS	MY ROLE	RESULT
Distressed Internet platform (no growth, no innovation, unstable infrastructure, many team conflicts...)	<ul style="list-style-type: none"> - Taking in hand all services (restructuring, setting new objectives, new work procedures...) - Stabilization of the Internet infrastructure - Revamping the brand name/reputation 	<ul style="list-style-type: none"> - Interim CEO - 16 months 	<ul style="list-style-type: none"> - Growth = 72% - Number of staff : +71%
Software editor (niche market) having severe financial problems.	<ul style="list-style-type: none"> - Emergency rescue plan - Changing the company from a software editor to a distribution company (so complete market positioning) - Creation of an innovative B2B2C platform 	<ul style="list-style-type: none"> - Interim COO - 24 months 	<ul style="list-style-type: none"> - A complete new company - Revenue from 2MEuros to 300MEuros
Software editor delivering services around an old software package (loss of clients 25% - expected to grow to 50% in the next 12 months)	<ul style="list-style-type: none"> - Implementation of a fidelity program - Product innovation (with the migration to a new software architecture) 	<ul style="list-style-type: none"> - Interim COO - 12 mois 	<ul style="list-style-type: none"> - Limiting client loss to 3% - Selling of the activity after 12 months
Facility Management contrat with severe problems (full IT services including software development) Heavy financial losses and unsatisfied client.	<ul style="list-style-type: none"> - Restructuring of all services - Construction of a new IT architecture (stable & scalable environment) - Reworking all new client communications - Layoff of 45% of the staff 	<ul style="list-style-type: none"> - Interim COO - 14 months 	<ul style="list-style-type: none"> - Satisfied client - Reduced losses
A strategic project having severe problems (Opening of an Office in Asia). Completely out of budget, out of scope and out of time.	<ul style="list-style-type: none"> - Transforming of the « local & closed » IT system to an « open & global » infrastructure - Modification of the daily operations - Implementing new workmethods - Heavy change management (cultural change) 	<ul style="list-style-type: none"> - Interim COO - 12 months 	<ul style="list-style-type: none"> - Opening in time the asian office respecting the initial scope
Optimising the daily operations of a B2B distribution platform including cost reductions	<ul style="list-style-type: none"> - Optimisation of internal work methods - Replacing « paper manipulations » by electronic communications - Renegotiating contracts (purchasing, leasing, rental....) 	<ul style="list-style-type: none"> - Interim COO - 10 months 	<ul style="list-style-type: none"> - Cost cutting = 40% - Revenue + 4% thanks to aggressive campaigns
Founding of a new company (Internet & school editor)	<ul style="list-style-type: none"> - Cofounder of the company 	<ul style="list-style-type: none"> - Interim COO - 13 months 	<ul style="list-style-type: none"> - Recognized as main innovator...
French company looking for growth (and market)...	<ul style="list-style-type: none"> - Analysis of the company and its services - Market introduction in Benelux & Germany - Sales through the web and local networks/partners 	<ul style="list-style-type: none"> - Interim Sales Director - 6 months 	<ul style="list-style-type: none"> - After 6 months, export revenue represent 7% of total revenue

ERIK VAN ROMPAY



48 years
 Married
 Paris area
 ☎ 33+679.910.687
 ✉ vanrompay@online.fr

SIZES OF COMPANIES MANAGED

REVENUE : 2 to 300 millions Euros
 20 to 300 people
 Maximum coverage : 14 countries
 Growth rate : between 25 and 72%

COUNTRIES COVERED

France, Benelux, UK, Singapore, USA...

LANGUAGES

English, Dutch, French with good notions of German

INDUSTRIES

IT, TELECOM, MAJOR INTERNET
 SITES
 PRINTING & EDITING
 DISTRIBUTION
 HIGHER EDUCATION

EDUCATION / TRAINING

CIVIL ENGINEER (1985, KULeuven (B))
 INSEAD
 Walt Disney Co, Rolls Royce,
 Ford/Volvo/DAF

AWARDS

2nd price - 2002 International Business
 Transformation Award – Wharton/Infosys

WHAT I CAN DO FOR YOU

- ✓ **DIRECT AND/OR RESTRUCTURE** your company/subsidiary
- ✓ **INTEGRATE** a new acquisition
- ✓ **RELAUNCH** an extremely poor performing company
- ✓ **SOLVE** a cultural conflict
- ✓ **INDUSTRIALIZE** your activity by implementing new technologies
- ✓ **PRODUCT RESCUE** taking in hand product lines and promote it using the web (1.0 and 2.0)

MY 5 TURNAROUND MISSIONS

Results
 obtained

1) CREATION OF A TURNAROUND ROADMAP FOR A B2C DISTRIBUTION COMPANY (2500 employees)

- Audit and creation of the turnaround roadmap (a 360° analysis covering the company structure, sales, purchasing, distribution, sales, logistics, marketing, brand recognition, IT....)
- 4 month mission

- Creation of a turnaround roadmap

2) SAVING OF A SOFTWARE EDITOR BY MOVING IT TO A NEW MARKET (distribution) - 22 MONTHS' MISSION

- Financial rescue of the company (bankrupt at my arrival)
- Migrating step by step the company from a software editing house to a major B2B distribution platform
- Designing and creation of the B2B2C platform (300 million euros)
- Promoting of the sales activity (hosting of 50 web sites and opening of 500 sales points)

- Executing of a « RESCUE » turnaround

- Revenue from 2M Euros to 300 M Euros

3) TRANSFORMATION OF A FRENCH COMPANY INTO A GLOBAL COMPANY - 12 MONTHS' MISSION

- Implementing cultural change (with the adaptation of all IT systems)
- Innovate all products and service delivery
- Opening of the offices in Asia (75 people) + USA (10 people)

- Program rescue
 - Now a recognized world player

4) DISTRESSES IT COMPANY - 16 MONTHS' MISSION

- Reducing staff by 57%, debts restructuring
- Managing the relationship with the unsatisfied clients
- Industrialize delivery (+20% more delivery with the same staff)
- Reporting to the CFO in the USA

5) SOLVING OF A FAILED MERGING - 16 MONTHS' MISSION

- President of the company
- Solving of a profound internal cultural conflict
- Relaunch the sales activity (sales revenue up 74%)
- Reworked the product portfolio

- Staff + 70%
 - Results +25%



I know where
to hit...



To bring you the
success you are
looking for...

For an industrial and proven approach

Strategy & Marketing skills : **INSEAD**

Innovation, Quality assurance and brand name : **WALT DISNEY COMPANY**

Industrialization : **Ford Motor Co, Volvo, SFR..**

Turnarounds : **Rolls Royce**



Contact me to see how I can help you !

Mail : vanrompay@online.fr

Phone : 33+(0)679910687