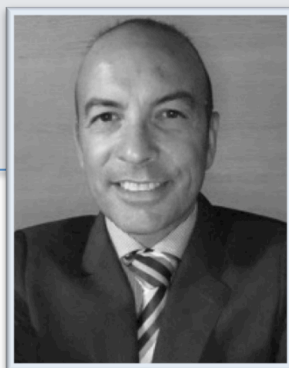


# MASSIMILIANO ALOE



## PROFESSIONAL PROFILE

*Performance-driven Leader with deep expertise in spearheading sales and margins expansion, maximize project returns, enhance strategy and transform businesses.*

My career drove me through C-level roles in Consumer Goods, TLC, High Tech and Service sectors, with increasing business responsibility to 200 million \$, 3000 people in 7 countries. Start ups and international companies recorded strong ROI from employing my goal-oriented attitude, analytical approach and ability to meet challenging targets.

### CONTACTS



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### EDUCATION / CERTIFICATIONS

**MBA** - London School of Business and Finance, London, UK.

Executive education in *Global Business, Digital and Innovation* – EdX

**Six Sigma Black Belt** and **Project methodologies**: Waterfall, Agile, Critical path, Lean Six Sigma

**Bachelor degree in Economics** – University Cattolica, Milan, Italy.

**Languages** : Fluency in English, Spanish, Portuguese and French. Italian mother tongue.

### ACHIEVEMENTS

- 300 million \$ **new sales generated** from international development of Financial, Care, Supply Chain and After Sales services
- 200 million \$ **profits delivered** by optimizing multi-site operations and costs in EMEA, APAC and LATAM
- # 50 **Due Diligence** within the Operational, Commercial and Financial areas
- 400 million \$ total value **M&As**
- # 8 company **start-ups**, leading from the launch phase to growth exceeding 30% CAGR
- # 7 **company restructurings**, turning losses into profits through financial management, commercial development, organizational changes and union relationship
- # 200 **mid-large scale Projects** related to strategy, business transformation, cost reduction and digital change

## WORK EXPERIENCE

2015 – to date      **ADVISOR AND EXECUTIVE CONSULTANT**

*Egea, Management Consulting*

- Challenged to breakeven within 12 months a Digital start up, acquiring over 100.000 new online Clients whilst opening new sales channels with distributors and partners
- Within high competing service industry, redefined the strategic priorities including the design and launch of new capabilities, the entry into new markets and the sign of 7 million \$ new sales.

2012 – 2015      **DIVISION VICE PRESIDENT, MEMBER OF SOUTH EUROPEAN BOARD**

*Xerox, Business Services – Fortune 500*

- Achieved 40 million \$ new financial services & customer care sales to major European Clients.
- As part of the international development, entered the Portugal market by selecting local partner and expanded the business in Spain through M&A that added 10 million \$ annual revenues
- Accomplished complex company restructuring, making the operating margin positive for first time in company's operating history, from -55% to +7% in five quarters for a total of 8 million \$ cost savings, combining process process efficiency, IT changes, employee productivity, cash and contractual management.
- Drove challenging 6 month european-wide program to launch innovative analytics and back office solutions that delivered 300% ROI on 5 million \$ investments and generating 20 million \$ commercial opportunities within the first year

2010 to 2012      **CEO AND ENTREPRENEUR**

*Advalia – Call&Call Group, Business Services*

Hired to innovate and transform processes as well as open new sales channels for a stuck-in-low growth international service Group, becoming shareholder of new established digital start-up.

- Under my leadership the Group reported +7% the labour productivity from a team of 3.000, streamlining and automating existing processes, as well as delivering +20% profits, merging 8 operational sites into 5, consolidating operations and creating shared service centers.
- Generated 6 million \$ additional sales in 18 months, through designing and launching new digital and integrated services to serve Clients within Energy, TLC, media and Financial industries.

## WORK EXPERIENCE

2004 – 2010                    **CEO ITALY, MEMBER OF SOUTH EUROPEAN BOARD**  
*Arvato – Bertelsmann, Business Services – Fortune 500*

- Competing within challenging Supply Chain, Care and Marketing Services markets, entered the Italian market ( start up ), growing business from 0 to 15 million \$ sales.
- Expanded the Supply Chain, Care and Digital services capabilities in Europe, Latam and Africa totalling #4 company acquisitions in Italy, Switzerland, Argentina and Morocco, adding 360 million \$ sales to existing business.
- Appointed member of the Global Leadership Team in charge to launch global sales programs, delivered 100 million \$ new sales from cross-selling global scale ecommerce, supply chain and digital solutions to Corp. Clients.

2002 – 2004                    **SUPPLY CHAIN DIRECTOR SOUTHERN EUROPE**  
*Rubbermaid, Consumer Goods – Fortune 500*

- In my first-time role within Consumer Goods industry, reduced the Supply Chain's order-to-delivery time by 25% whilst reduced the inventory costs by 45% and improved delivery service +15% points
- Challenged to deliver *50 Mil \$ margin improvement from process excellence and cost reduction programs within the Supply Chain operations*

1999 to 2002                    **SALES & SERVICE MANAGER EUROPE AND APAC**  
*Nokia Networks, Telecommunications – Fortune 500*

- *Centralized the Supply Chain operations of 15 countries 2 regional Hubs in the Netherlands and Singapore, contracting outsourcing agreements for 65 Mil. \$ annually and delivering 15% annual cost reduction*
- *Contracted over 10 Mil \$ sales in Europe and Asia through supply chain services to a Global TLC Clients.*

1988 to 1999                    **SALES AND OPERATION POSITIONS**  
*Grundfoss, Pumps Industry*  
*Farem, Aerospace*