



# Leszek Rabiega

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## SUMMARY

Experienced consultant and seasoned manager, providing a unique combination of rigorous analytical approach and experience gained through real-live implementations. Proven track record of leading teams in both growth stage and turn-around situations. Open for advisory and/or interim management projects, where he could add value supporting organizations facing complex business problems.

## SKILLS

- Expertise in several industries, with focus on FMCG, IT and Life Science
- Expertise in strategy and commercial area (sales/marketing/pricing)
- Strong analytical capabilities and ability to clearly convey the message
- Ability to translate strategic ideas to practical solutions
- Proven capability to lead teams in both long-term projects and interim management roles
- Track record of working with professional managers, investors and entrepreneurs

## EXPERIENCE

01/2022 - current

**Madera** | Warsaw/Western Europe/US

Hands-on Growth Advisor & Angel Investor

Cooperation with founders/owners, venture capital and management boards..

Selected projects included:

- PriceMind - Advisory to owners on growth and international expansion
- Innotec - Advisory to owners: identification and activation of growth levers
- Quantia.ai: Angel investment round and advisory on business development
- Formly: New customer strategy and route-to market

07/2013 - 12/2021

**CGF** | Warsaw/US

CEO

- Managed the expansion phase of a specialized provider of IT services focused on data management, data engineering and GRC - from 60 FTE development house to 450 FTE international data service provider
- Built a diversified client base dominated by multinational Life Science companies
- Expanded international operations, opening offices in the US and in Germany and creating a professional international organization
- Helped a group of technology specialists become a professional management team of a truly international operation

06/2003 - 06/2013

**Madera** | Warsaw/Europe

Independent Advisor

Participated in several projects as strategy and commercial advisor to management boards. Selected projects included:

- Allianz Poland (2012-2013): Assisted the country Management Board in two subsequent so called "strategic dialog" processes with Allianz headquarters
- Danone (2011): Supported a team of mid-level managers in a process of developing a new product idea into a full-fledged business plan and a set of financial projections; The plan has been applauded and selected for implementation in Europe.
- Julius Baer (2010): Participated in preparation of a potential acquisition project of Julius Baer private equity fund and preparation of a PMI plan.
- Rieber & Son Norway (2010): Developed a mid-term growth strategy for the food service division in 5 European countries.

Wyrażam zgodę na przetwarzanie moich danych osobowych w celu prowadzenia rekrutacji na aplikowane przeze mnie stanowisko.

- Rieber Foods Poland (2009): Premerger analysis and post-merger integration preparation with a goal to double the size of business.
- SAB Miller (2005-2008): Served as internal consultant in CEE in the areas of corporate development, marketing and sales (new products, pricing, route-to-market, channel strategy).
- W. Kruk (2005-2006): Developed a new customer/product strategy and identified several profit improvement initiatives; Managed the pilot implementation of the new customer service model to VIP clients.
- Tobacco producer (2005): Proposed modifications to the commercial strategy and distribution approach, including channel prioritization and development of new trade terms.
- Nowakowski (2004): Assisted in M&A project (buy side) - business due diligence and participation in purchase negotiations.
- Campofrio Poland (2003): Identified profit improvement levers. Kicked-off nine initiatives aimed at profit enhancement in various functional areas including product portfolio, pricing policy, regional sales strategy, size and deployment of sales force.

09/2000 - 05/2003

**Delecta/Rieber Foods Poland** | Włocławek, Poland  
Managing Director

- Developed a restructuring plan as Advisor to the Supervisory Board
- Implemented the proposed restructuring plan leading the company's Management Board: achieved successful turn-around bringing company back to black (increase of gross margin by 25%; production consolidation from 5 to 3 production plants; introduction of a new performance-based remuneration system)
- Identified and proposed various growth alternatives

09/1993 - 12/1999

**McKinsey & Company** | Warsaw/Europe  
Engagement Manager

## EDUCATION

06/1995 - 06/1996

**Northwestern University** | Evanston, Illinois  
Master of Management (MBA)

09/1992 - 06/1993

**Erasmus Universiteit Rotterdam** | Rotterdam, Netherlands  
Exchange Student: Business Administration

10/1987 - 06/1993

**SGH** | Warsaw, Poland  
Master of Management: International Trade

## LANGUAGES

|  |    |   |    |
|--|----|---|----|
| <b>English:</b>  | C2 | <b>Polish:</b>  | C2 |
|  |    |  |    |
| Fluent   |    | Fluent  |    |

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