



Don Weedman

CPO and GM

Montpellier, France

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Languages

German

English

French

About

Results-driven leader with a proven track record of spearheading strategic business and operational growth, leading to substantial achievements in international matrix organizations. Successfully led teams of up to 200 members, managing multimillion-dollar budgets and delivering 25-35% revenue growth. Adept at navigating diverse cultural landscapes and driving innovation in dynamic and challenging environments.

BRANDS WORKED WITH

AGENTRICS Europe

CEWE

CEWE SAS France

EXPRESSLY PORTRAITS

GAP Inc - Voorhees NJ USA

Kodak

Experience

● Chief Product Officer / GM

CEWE SAS France | Jan 2007 - Now

- Formulate and execute strategies for country roll-outs, price negotiations, sales/operational implementation, driving successful market expansions
- Implement new product lines and cutting-edge technologies to evolve and grow core business, fostering increased profitability
- Revamp P&L budgets, effectively managing investments, materials, staffing, logistics, production costs for optimized financial performance
- Oversee inventory control, personnel qualifications, procedures, and technological innovations to enhance operational efficiency
- Utilize data analysis and financial metrics to boost productivity, quality, and profitability, driving data-driven decision-making
- Implement inventive solutions to consistently increase productivity and efficiency year over year while reducing operational costs
- Develop and update safety and operational standards, ensuring compliance with legal requirements and prioritizing safety culture
- Lead continuous dynamic improvement initiatives and change management efforts to drive organizational growth and adaptability
- Chair steering and health/safety committees, fostering a safe and compliant work environment
- Cultivate and strengthen relationships with federal safety/health agencies, unions, and governing bodies, ensuring regulatory compliance and collaborative partnerships
- Manage and provide guidance to IT, logistics, production, customer care, purchasing, and technical managers

● Senior Solutions Consultant

AGENTRICS Europe | Jan 2004 - Jan 2006

- Cultivated strategic trading partner relationships with global retailers, suppliers, and country data pools to drive business growth and collaboration
- Led executive strategy and project charters for effective implementations and country rollouts, ensuring successful project delivery
- Managed M2M connectivity, data quality testing, and obtained global industry standards certification for streamlined operations
- Acted as a mediator between Agentrics and customer's project vertical organizational teams (IT, Product, ERP), facilitating effective communication and collaboration
- Provided support to marketing, sales, and product development teams through comprehensive needs analysis, enabling strategic decision-making
- Developed global and European supply chain industry standards and requirements, setting benchmarks for excellence
- Created a web-based onboarding university tool to expand the supplier customer base and drive revenue growth
- Established Agentrics as the leader in Switzerland by implementing data pools and securing partnerships with the two largest retailers in the region



- Facilitated European industry conferences to drive global industry knowledge sharing and shape business requirements

● Key Account / Product Manager

CEWE | Jan 2001 - Jan 2003

- Developed strategic accounts and established key account management (KAM) relationships in France, Switzerland, and Germany to drive business growth
- Achieved a 10% increase in overall revenue through the introduction of innovative digital printing products and successful customer acquisitions
- Utilized statistical data analysis to inform and implement effective commercial and marketing strategies
- Successfully executed a strategy to achieve an annual 5% increase in sales of proprietary brands
- Oversaw the direction of digital products and services, including supplier negotiations, testing, and implementation
- Designed website layouts, graphic interfaces, and executed impactful marketing promotions
- Integrated new technologies and products into the core business to adapt to market trends and maintain competitiveness
- Conducted training and coaching for the sales and customer service teams, including the development and outsourcing of seminars

● Production / Project Manager

Kodak | Jan 1999 - Jan 2001

- Developed a comprehensive production strategy and successfully implemented it in collaboration with suppliers, operations, and production teams
- Led multi-disciplinary departments, overseeing budgeting and facilitating effective cross-teams communication
- Formulated a digital production and services integration strategy, ensuring seamless integration of technology and processes
- Provided supervision to production staff, technical maintenance teams, and IT programming professionals
- Analyzed production statistical data to identify areas for improvement and implemented measures resulting in a year-on-year productivity increase of 8-10%. Additionally, focused on enhancing the skill levels of staff members

● Associate Store Manager

GAP Inc - Voorhees NJ USA | Jan 1997 - Jan 1998

- Managed all aspects of a flagship retail store, overseeing sales, cost containment, and staffing responsibilities
- Implemented and enforced operational standards, including administration, reviews, payroll, and stock management
- Created a comprehensive regional manager training program aimed at cultivating product experts within the region
- Recruit, developed, coached, and evaluated a team of 100 managers and staff members

● Store Manager

EXPRESSLY PORTRAITS | Jan 1994 - Jan 1996

- Oversaw the overall operations of a retail portrait studio and photo lab
- Successfully recruited, trained, and supervised a cohesive team of 10-20 employees, focusing on technical and sales expertise
- Established sales goals and accurately projected business trends, surpassing revenue targets by 10-20%
- Developed innovative local marketing, advertising, and customer service strategies to enhance brand visibility and customer satisfaction
- Acted as a substitute regional manager for a region consisting of 10 stores

Education & Training

2013

● University of Leicester

Master of Business Administration,

1992

● The University of the Arts

BFA, Photography,