



# inJoris.

managing your

company . customers . challenges

## Expertise

- Senior executive management level
- P&L responsibility
- Commercial strategy
- Change manager

## Joris is happy to be asked for

- Making companies more effective
- Senior executive management role
- Line management positions that cannot be filled in temporarily. For example, in case of sabbatical leave, long-term absenteeism, conflict or crisis

## Typical Joris

- Natural leadership
- Act as an entrepreneur
- Commercial and networker
- No nonsense and result-oriented
- Dynamic, enthusiastic and positive
- Spontaneous personality

## Specialty

- Manufacturing industry, B2B, building materials sector and trade
- International Groups and mid-sized enterprises (SMEs + companies)

## Languages

- Dutch (mother tongue)
- English (fluent)
- German (good)

*"It was a pleasure to work with Joris as a professional. His experience and thorough analytical approach of complicated questions has been essential for finding the right argumentation and best solutions for the challenges we had the last years. The original and sometimes surprising way of presenting cases proved to be effective in getting 'the message' across to others." – Jan-Dirk Heesbeen, Marketing manager SG API*

## Manager Joris

### Cultivating decisive organisations with committed employees.

My view is that the success of customer focus revolves around the establishment of a spirit of entrepreneurship among your employees. My approach leads to greater customer satisfaction, more profit and an enterprising, decisive and future-proof organisation with committed employees.

By nature, I am always looking for opportunities, look outside the industry and can translate innovative ideas into value for the customer. In addition, I like to sharpen the operational and financial objectives to make the picture complete.

With over 25 years of successful experience in commercial and managerial positions with P&L final responsibility. I have very often been employed as a change manager for the implementation of reorganisations, improvement processes and business unit mergers. With the aim to make the business more customer-oriented, productive, cost-effective and profitable. Although time and again each situation differed in terms of complexity, my no-nonsense approach has without a doubt proven to be successful and effective.

I prefer to do this within a senior executive management role with a commercial profile in the manufacturing industry, B2B, building materials sector and trade. At international groups, mid-sized enterprises or family businesses.

Available for interim-assignments, parttime and/or permanent contract.

## Short biography

I come from a multicultural family (father from Indonesia, mother from Switzerland). I have worked and lived throughout the Netherlands; this allows me to deal well with different cultural backgrounds. I can adapt quickly and easily empathize with new situations.

As a natural leader I start from a sharp intuition and with that I like to make the connection at all layers in the organization. I function as a proverbial 'figurehead' of the organization and I am the internal driver to make this decisive. I can extract complex files with creativity, tenacity and 'simply' do it. I value the achievement of sustainable results with an eye for people and long-term.

What people say about me is that they experience me as an enthusiastic, warm, committed and honest personality, sometimes a bit contrarian, always people-oriented, pragmatic and result-oriented. I dare to be vulnerable, know how to connect people, know how to motivate and inspire people to move.

Joris van Eekhout . vaneekhout.joris@gmail.com . +31 6 50 510 576

## Education

### BBA Business Administration | 1991

University of Applied Sciences, Amsterdam  
Major: organizational sciences, business economics

### BEng Mechanical Engineering | 1990

University of Applied Sciences, Eindhoven  
Major: control systems engineering

### VWO | 1986

Pre-university education, Lelystad

## Business training

### Safety Operational Supervisors VCA | 2010 CBEX

### In-house Emergency Services | 2010 NIBHV

### Operational Management II | 2009 INSEAD – Saint-Gobain Management School

### Operational Management I | 2008 INSEAD – Saint-Gobain Management School

### Sales Management | 2006 Gustav Käser

### Business Management | 2005 Harvard – Saint-Gobain Management School

### Leadership & Communication | 2001 Saint-Gobain Management School

### Assessment Training | 2001 Schouten & Nelissen

### Sales Training | 1996 Zwaga & partners

### Sales Training | 1995 Mercuri Goldman

## Experience

### 2019 - Available for interim-assignments, parttime and/or permanent contract. IM Joris – Oosterbeek, Owner

Managing your company. customers. challenges.

- General management (interim management) - focused on continuity, and (temporarily) holding a position at a higher management level (operational, commercial or business).
- Change management - focused on improving and/or renewing processes, organisations, systems or the organisational structure (change schemes).
- Crisis management - the immediate resolution of acute problems within an organisation and inside systems.
- Project management - managing and realizing projects (increasing productivity, customer satisfaction, improving employee satisfaction, implementation of ERP)

### 2011-2018

#### Saint-Gobain API BV – Harderwijk, Managing Director

Producer (steel) of ceiling suspension systems for building interiors  
Turnover <20M€ and ±50fte

- P&L responsible, operational management and strategy
- 20% increase in productivity, 50% increase in profit
- World Class Manufacturing
- International customer relationship management in export (>20 countries EU)
- Increase in customer and employee satisfaction
- New organizational culture, implementation of new ERP-AX Dynamics (replacing Navision)

### 2008-2011

#### Saint-Gobain Glass Solutions - NL East (4 sites), Regional manager

Distribution company SGGGS is transforming, distributing and installing glazing solutions (projects) in the building construction industry NL  
Turnover ±30M€ and ±130fte

- P&L responsible, operational management and strategy
- From loss-making to market-based
- Implementation of strategic reorientation: divesting, restructuring and merging of sites
- New organizational culture, implementation of new ERP-SAP (replacing RS6000)

### 2004-2008

#### Saint-Gobain Glass Solutions - Arnhem, Site manager

Turnover ±13M€ and ±45fte

- P&L responsible, operational management and strategy
- Integration of Nijmegen and Ede sites
- Increase turnover in line with market and doubling profit
- Increase in customer and employee satisfaction
- Portfolio management: Trade, Projects and Paint

Joris van Eekhout. vaneekhout.joris@gmail.com. +31 6 50 510 576

## Experience

2001-2004

**Saint-Gobain Glass Solutions - Almelo, Sales manager**

Turnover ±15M€ and ±75fte

- Team leadership sales and project execution
- Interim manager production Almelo | 2003
- Interim site manager Arnhem | 2002

1993-2001

**Saint-Gobain Glass Solutions - Netherlands, other functions**

**Deventer – Interim manager**

Turnover ±5M€ and ±20fte

- Crisis management and operational management
- From loss-making to implementation of strategic reorientation: closure

**Eindhoven – Interim manager**

Turnover ±10M€ and ±40fte

- Operational support for site manager

**Leiden – Site manager**

Turnover ±5M€ and ±15fte

- Crisis management and operational management
- From loss-making to profitable
- Implementation of strategic reorientation: closure

**Amsterdam – Sales representative**

Turnover ±10M€ and ±30fte

- Key-account & project management
- Scoring of appealing construction projects in NL

**Delft & Nieuwegein – Head of Sales department**

- Team leadership project coordination & prescribers

1991-1993

**Techniek Service Delft, Interim manager**

Turnover ±1,5M€ and ±15fte

- Crisis management and operational management
- Strategic reorientation and implementation
- From heavily loss-making (edge bankruptcy) to profitable
- Increase in turnover + 50%

*"As one of our strategic partners, I have had the privilege of working with you. You are a guy with his heart in the right place, who gives everyone enough space, though you are never too far away so that you spot important things in time. But more importantly, you resolve these. You have that special blue/yellow combi (Ned Hermann), and that enables you to think holistically and be analytical at the same time."*

**Bert Dekker - Sales and Marketing director at SIG PLC**

## Courses

**Saint-Gobain programs**

Comply | 2017

Attitudes | 2017

Anti-Corruption | 2016

EU Controls & Sanctions | 2016

Corporate Responsible Purchase | 2015

Digital Journey | 2015

Annual Review | 2015

EHS Policy | 2015

## Board functions

**President junior glass chamber | 2009 - 2011**

GBO – Vlakglas Nederland

**Chairman News | 1990 1991**

Fama Volat- Study association Amsterdam

## Personal Interest

Travelling, cooking, oil-painting, fitness

## Personalia

- Joris van Eekhout
- Dutch and Swiss nationality
- Unmarried, living together
- Born September 13<sup>th</sup>, 1967
- Residence Oosterbeek
- Website [imjoris.eu](http://imjoris.eu)
- Phone **+31650510576**
- Email [vaneekhout.joris@gmail.com](mailto:vaneekhout.joris@gmail.com)

*"Joris is a people manager with a high sense of integrity. I really liked doing business with him, because of his integrity, and clear way of setting goals with a healthy sense of quality. A man with solutions on his mind. Congratulations if you can be his business partner!" – Axel Bunnik – Coach Founder Fat Elephant*