



# Joris van Eekhout

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## Expertise

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

## Joris is happy to be asked for

- Cultivating decisive organisations
- Senior executive management role
- Interim 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.

## 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

**Operational Management II | 2009**  
INSEAD – SG Management School,  
Paris

**Operational Management I | 2008**  
INSEAD - SG Management School,  
Barcelona

**Business Management | 2005**  
Harvard - SG Management School, Brussel

**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

**SEO Success Formule | 2020**  
VIP training – Robert-Jan Hendriks

**Personal Branding | 2019**  
VIP training – Saskia Postma

**Safety Operational Supervisors VCA | 2010**  
CBEX

**In-house Emergency Services | 2010**  
NIBHV

**Sales Management | 2006**  
Gustav Käser

**Leadership & Communication | 2001**  
Saint-Gobain (SG) Management School

**Sales Training | 1996**  
Zwaga & partners

**Sales Training | 1995**  
Mercuri Goldman

## Experience

**2019**  
**IM Joris – Oosterbeek, Owner**  
Managing your company. customers. challenges.

- Interim management assignments – holding of temporarily management functions (general, change, crisis or projects)

**2011-2018**  
**Saint-Gobain API BV – Harderwijk, Managing Director**  
Leading producer (steel roll-forming) of high-quality ceiling suspension systems for building interiors  
Turnover <20M€ and ±50fte

- P&L responsible, operational management and strategy
- Member of European management team Saint-Gobain Ceilings
- 20% increase in productivity, 50% increase in profit
- World Class Manufacturing, operational excellence
- KPI and budget-management
- International key account management in export (>20 countries EU)
- Customer intimacy strategy and innovative product development
- Market segmentation (Healthcare, Education and Office)
- Increase of customer (NPS) and employee satisfaction (learning agility)
- Increase of EHS culture (5S, SMAT) – Safety first
- 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 SGGS 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
- Key account management (developers, architects, façade builders, contractors, window-frame manufacturers, distributors, installers)
- KPI and budget-management
- Customer intimacy strategy and innovative product development
- Market segmentation (Healthcare, Education, Housing and Office)
- Implementation of strategic reorientation: divesting, restructuring and merging of sites
- Increase of EHS culture - Safety first
- New organizational culture, implementation of new ERP-SAP (replacing RS6000)

"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**

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

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 site manager

Turnover ±5M€ and ±20fte

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

Eindhoven – Interim site 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
- Account & project management (developers, architects, façade builders, distributors)

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%