

Name	Pierre Van der Steichel	Birthdate	May 3 rd , 1959
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Objective

- Broad management role with full Profit & Loss responsibility in a mid-sized company or business unit.
- Start-up/build-up of operations, introduction of products or services, business development, one-off projects.
- Any industry but most attuned to long cycle solution-selling and complex project delivery in B2B environment.

Profile

- Entrepreneurial and creative manager. Enthusiastic and driven personality. Builds to last. Collaborative and hard working. Shoulders operation as own. Pathbreaker.
- Engineer with extensive expertise in services, marketing, sales and management.
- Has proven to quickly master new technologies, new business processes and complex organizational matters. Analytical and structured but time-conscious.
- Combines work in depth with cross-disciplinary work in breadth. Multicultural and multidisciplinary experience. Worked in over 20 countries on 4 continents
- Translates strategy into operational and tactical reality. Definitely result driven. No empty promises. No nonsense. Hands-on. Starts by gaining respect of team.
- Experienced in start-ups, turnarounds, consolidation, business development, bringing technology to market or launching new products or services.
- Working experience in Printing Business, Graphical Industry, Information Technology, Software Development, Trade Fair Booth Construction, Leasing and Fleet Management (Automotive & Finance), Academic and Medical Research, Time Registration, Access Control and Workforce Management Systems.



References and letters of recommendation (2001) available upon request

Chronological Professional Experience (last one first)

04/2007 till 10/2009 2 years 6 months	<u>Kronos Inc</u>	VP Professional Services	Subcontracted	BE, NL, FR, UK
	<ul style="list-style-type: none"> • Company active in software & hardware for Time Registration and Workforce Management. • Recently acquired European company Captor NV. Responsible for implementations and support of software & hardware including training. Headcount of 45 in 4 teams in 3 countries. • Profit center with total budget of about 5 M€, 25% growth in 2007, 10% in 2008 • Redressed a collapsed support group, built balance between sales, services and engineering, instilled uniformity over the countries, unwinding of several problematic implementations, introduction of common project methodology & statement of work, pre-closure validations, implementation of new Axapta ERP. • Creation of an estimation and quoting tool for Efficient product during off-hours 			
07/2002 till 12/2006 4 years 6 months	<u>Sofico NV</u>	Operations Manager	Subcontracted	Worldwide
	<ul style="list-style-type: none"> • Company supplying software for Vehicle Leasing & Fleet Management with customers in 15 countries on 4 continents. Annual profitable sales of 10 M€. • Channel Manager to build up team of 6 responsible for Marketing, Training, Partners, Sales. • Market introduction of "Miles" product. Prospecting of both customers and implementation partners. Initiating marketing & communications, contractual framework, re-defining cost & pricing, fitting corporate sales to new type of prospects and improving documentation & training. • Early 2004 promotion to Operations Manager (Software Development + Channel Management or about 60 people) while the job of CEO was transferred between shareholders. • Wrote business plan and pushed for a Board of Directors, reorganized development, introduced a 6 week release cycle with planning discipline and Quality Control. In 2005 we were handling massive developments for 5 simultaneous implementation projects on a single software core. • In 2006 development was handed over while I focused on the Services Units keeping Marketing & Sales. Several additional top 25 L&FM companies worldwide became new Miles customers and implementations were initiated in 6 more countries. Sofico grew from around 55 people at the end of 2003 to around 90 people at the end of 2006. • Notwithstanding working 12 hours per day for Sofico, I also developed software for a private dermatology clinic (CLC) and the Belgian Cystic Fibrosis Register (VUB/WIV). 			

07/1992 till 04/2002	Multiple Customers	Software Developer, Consultant	Self-Employed	Belgium
9 years 10 months	<ul style="list-style-type: none"> • Setting up Saudades (import from Brazil) and study of MS Access & Visual Basic. • Early 1994, founding of Myriade NV. Development of software for On-Demand Short Run Electronic Color Imaging and active primarily in software design & development. • Early 1995 subcontracted by Digital (DEC) for the prototype building of an enterprise-wide Windows Client-Server solution for one of their multinational customers active in the Packaging Industry. I participated in prototype and tool development and database design. • End of 1995, sale & development of <u>two additional software projects</u> for SME companies, one active in Booth Construction for Fairs and the other in Fire-Safety Maintenance & Support. • In 1998, another project in Taxonomy for the University of Ghent, Marine Biology Laboratory. • Other work was occasionally performed, as was some <u>freelance work</u>, including several months in Zurich working for the banking sector (Event Management). Project management, requirement analysis, functional specifications, architecture & design, programming, documentation. Setting up S3 Management & Consulting. 			
04/1985 till 06/1992	Moore Corporation	Engineer and Manager	Employed	Worldwide
7 years 3 months	<ul style="list-style-type: none"> • Company active in Business Forms introducing Variable Printing worldwide (26.000 employees) • Employed by Moore Research Center (Grand Island, NY, USA) to <u>set up a Technical Service Department</u> for/in Europe. Activity in 10 countries. First 6 months training in Inkjet and Ion Deposition Systems. • Preparation for equipment introduction, installation, training, field support and interfacing. Gradually more application support functions. Also assignments first in the USA and Canada, later in Mexico and Brazil. • Transfer to Moore Formulários Limitada in Brazil. <u>Immigration</u> early 1989 to São Paulo. • Working for the “Intelligent Imaging” division as <u>Production Manager</u> for 3 product lines: Mailings, Numbering and Barcode Systems and Instant Lottery products. • Promotion to <u>Operations Manager</u> in August 1989. Responsibilities comprising Marketing, Sales, Contracts, Cost & Pricing, Administration, Projects, Production, Software Systems and Technical Support. Added Magazine Personalization in 1990. Budget of 15 M\$. • Spectacular growth to 150 people. Profit exceeded \$US 500,000. Reorganization added another 207 people resulting in 357 people under my responsibility. • <u>On loan to Moore de Mexico</u> in a position of advisor coordinating the making of a Business Plan for a new Information Management Services division in Mexico similar to the one in Brazil. This plan was completed in March 1992. 			
07/1976 till 03/1983	Multiple Employers	Multiple pre-career jobs	Student	Belgium
	<p>Several activities before actual career and before 1984 a number of jobs as a student.</p> <ul style="list-style-type: none"> • Radio Shack (re-start of bankrupt shop, sales & support of computers) • Flanders Technology with Siemens (presentation of robots) • Other before completion of studies: taxi driver, electrician, painter, bartender and waiter. 			

Education		
Military	<ul style="list-style-type: none"> • Conscription of 13 months. Lieutenant in the Transmission Forces. 5 months training in Peuti. 8 months service at Headquarters in Tervuren. 	1983 - 1984
Formal	<ul style="list-style-type: none"> • Industrial Engineer Electronics & Automation (4 years) Industriële Hogeschool van het Rijk (Ghent – Belgium) 	1978 - 1983
	<ul style="list-style-type: none"> • Latin-Greek + Latin-Sciences + Special Mathematics Year (7 years total) Koninklijk Atheneum Gent Voskenslaan (Ghent – Belgium) 	1972 - 1978

Knowledge	
IT (courses and often self-study)	<ul style="list-style-type: none"> • Assembler on Z80 & M6809, Basic, Fortran, Dbase, Pascal, Postscript Level 2 • Visual Basic, Windows API & ActiveX, Transact & ANSI SQL • MS Access + ODE, Install- & Demo-shield, MS SQL Server (6.5 till 2005) • ASP, XML, XSLT, Enterprise Architect (UML), • Microsoft Office Enterprise 2007 + Visio + Project, SBS 2003 & 2008, Win7 • Various SW development related (Microsoft)
Miscellaneous Courses (mostly with certificates)	<ul style="list-style-type: none"> • Optical Recognition Systems (Cognex Inc) • CMMI (Pro-Source) • Beyond the Basics of Direct Marketing (Dick Shaver) • Corporate Marketing Strategies (Philip Kotler) • Maxi-Marketing (Stan Rapp) • Geografia de Mercado (Estudos Empresariais) • Database Marketing (ABMD) • Crossing the Chasm (M. Wilkinson, TFI) • Indirect Sales Channel Partners (Roularta & CSC), • Management Models (Dorsey & Rochat) • Division Audit Datagraphics (McKinsey) • Several HR related (Ark) • A number of financial ones (balance sheets, etc)
Other	<ul style="list-style-type: none"> • Budgeting, Forecasting, Reporting • Business Plan, Business Process Modeling & Review, Cost & Pricing • Market Strategy, Sales Collaterals, Contractual frameworks, Documentation, Training • Solution selling, ROI selling, RFI, RFP & Tender processes, Due Diligence • Project & Program Management (up to 30 simultaneously at one time)

Languages	
Dutch & French	Mother tongues
English	Fluent, used for over 30 years
Portuguese	Needs some practice but fluent in the past
German, Spanish	Basic knowledge. Require a few months of practice.

Miscellaneous	
Hobby's	<ul style="list-style-type: none"> • Home renovation • Woodworking & Cabinet Making • Software Development • Reading
Important topics	<ul style="list-style-type: none"> • I like to build. Be it organizations, software or ... cabinets. • What I did not know yet, I have always learned if needed to get the job done. • I manage by example and prefer to convince rather than order around. • I am especially keen on hard work, common sense and consistency. • I deeply value honesty, integrity, loyalty and ethics. • I intend to continue to work well into my seventies.