

Age: 50. Date of birth 4th October 1964.
Martial Status: Married since September 1993. Two children.
Education: The Reytan High School. The Warsaw Technical University, Faculty of Precision Mechanics, MSc for Industrial Automation and Metrology, 1983-89. 2005-2007 Executive MBA Programme.



Qualifications (major trainings):

- 1991 Strategic Selling Course, Negotiations Workshop, Presentations Skills, Banking Technology, Business Finance
- 1993 Advanced Sales Training, Territory Management, Strategic Planning, ISO9000 Quality Training
- 1994 Trends in Modern Banking Workshop, Strategic Business Workshop
- 1996 New Managers Programme (at Hewlett-Packard)
- 1997 Power Base Selling Programme
- 1999-2000 Neuro Linguistic Programming (NLP) in business: NLP in Coaching People, NLP in Sales, NLP in Recruiting People, NLP Way to Excellent Communication.
- 2002 IMPAX Sales Training
- 2004 Plan 2000 Sales & Management Planning Programme
- 2005-2007 Executive MBA at Gdansk Foundation for Management Development in cooperation with the Business Centre Club validated by the RSM Erasmus University (former Rotterdam School of Management). I have completed this programme with distinction.

Career Path:

- 1991-92 Sales Executive, Finance and Banking, ICL Poland
 - Working with the State Savings Bank (PKO BP).
 - Involved in the payment card business as well – selling Diebold ATM’s and host solutions.

- 1992-94 Account Manager, Finance and Banking, ICL Poland
 - Responsible for a Major Account – State Savings Bank (PKO BP).
 - Organising Task Teams formed from local and international ICL specialists to address the customer business issues and provide IT solutions.
 - That time ICL was the only international company providing IT solutions to PKO BP with around 30% market-share.

- 1995-96 Sales Manager - Hardware Sales, Softbank S.A. (#1 banking software house in Poland).
 - Responsible for building from the scratch HW sales channel at Softbank. Establishing business partnerships with major computer suppliers: Fujitsu/ICL, HP, IBM, Digital, and Compaq.
 - Successful merge of the ICL sales team into Softbank.
 - That time Softbank became the biggest SW and HW supplier to Polish banks. Revenue increased from \$3M up to \$25M per year.
 - 1996 – ICL International Sales Person of the Year, for the overall business performance.
 - 1997 – Gold Excellence Award from the CEO of ICL. This award was given to 50 employees out of 20,000 employed overall.

- 1997 Sales Director, Softbank S.A.
 - In this position I had the same area of responsibility as above plus software sales and marketing, managing a group of 11 sales people and the logistics department.

- 1997-2009 Sales and Country Manager, VeriFone Poland. From the 1st May 1999 up to the 1st July 2001 employed by Hewlett-Packard Poland.
 - I have established VeriFone business in Poland including: hiring people, establishing outsourcing services for: bookkeeping, payroll, banking, logistics, warehouse, terminals distribution, SW

development, HW repairs and customer services. VeriFone maintains over 70% market share in Poland with around \$20M revenue per annum.

- From November 2002 until February 2009 responsible also for: Czech Republic and Serbia.
- Major Accomplishments:
 - 1999 – Sales Person of the Year, for the best overall sales results within VeriFone International (among all countries except the US).
 - 2000 – The King Arthur award, for the biggest revenue number achieved within VeriFone International.
 - I have attended eleven out of fourteen VeriFone President's Clubs for outstanding business results.

2009-2011 General Manager – Continental Europe

- Managing VeriFone business in Europe and Russia, excluding: UK, Ireland, France, Nordic countries and Balkans.
- Fixing business issues in Italy and Spain after acquisition of Lipman.
- Major Accomplishments:
 - Tripling revenue in Russia
 - Bringing Italy from \$500k loss to \$500k contribution margin per quarter
 - Preparing Spanish business to grow 20-30% pa
 - Beating revenue, GM and CM plans nine quarters out of ten

2011- Present VP & GM of GPV Region including: Germany, Austria, Switzerland, Belgium, Netherlands, Poland

- Managing VeriFone business of \$100m p.a. in countries mentioned above.
- Integration of acquired Hypercom business in the above countries.
- Major Accomplishments:
 - Full financial and business integration of former Hypercom business in the sub region
 - Beating revenue, GM and CM plans in nine out of fifteen quarters

Jul 2014 – Mar 2015 VP & GM of GPV Region + interim MD of UKI Operations

- On top of VP&GM of GPV Region job managing another Verifone business unit in the United Kingdom and Ireland worth \$100m a year.

Current Major Accountabilities:

- Management of overall business (P&L, planning, monitoring, people management) in six EU countries.
- Development and maintaining strategic partnerships with key customers and solution partners.
- P&L responsibility: budgeting, delivery of revenue, keeping OPEX and contribution margin within budget.
- Manage VeriFone offices: in Germany (250 employees) and Poland (150+ employees).

Experience and Competences:

- 24 years of direct Account Management and Business Development in Finance and Banking.
- 18 years of people, department and office management.
- 13 years of cooperation with international partners, customers and IT companies.

Interests: yoga, skiing, inline skating, climbing, business psychology and psychology of marketing