

# Curriculum Vitae Devis Zagaglia

## Personal Information

Family Name / Name	<b>Devis Zagaglia</b>		
Address	Tiraboschi street, 18, 41012 Carpi (Italia)		
Phone	(+39) 059.977.00.99	Mobile	(+39) 335.61.48.069
E-mail	<a href="mailto:devis.zagaglia@gmail.com">devis.zagaglia@gmail.com</a>		
Citizen	Italian		
Date of Birth	25 February 1972		
Gender	Male		

## Desired employment / Occupational field

**General manager / Business Unit Director**  
Preferred automotive field or similar

## Work experience

Dates	1 July 2011 – present
Lavoro o posizione ricoperti	Managing Director
Main activities and responsibilities	<ul style="list-style-type: none"><li>• Organization of the new Holding set up by Govoni and Sauer Werkzeug</li><li>• Restructuration of the Marketing area with focus on the Worldwide market and Production area following the lean production and higher standardization of platform.</li><li>• Implementation of the lean 24h service for the 50% of the product in catalogue (6.000)</li><li>• Implementation of Oracle Sme ERP system</li></ul>
Nome e indirizzo del datore di lavoro	<b>GS tools S.r.l</b> - Crevalcore (Bo) - Italy
Tipo di attività o settore	Production of Automotive Equipment parts
Dates	1 February 2011 – 30 June 2011
Lavoro o posizione ricoperti	Consultancy for Sales and Purchase Activities (SPA) between Zadi spa and Minda Corporation Ltd.
Main activities and responsibilities	<ul style="list-style-type: none"><li>• Cooperation in the Due Diligence between Minda Corp. and Zadi spa as industrial auditor internal support.</li><li>• Cooperation with Minda Group to setup the activities and the restructuration plan for Zadi, in the view to be the General Manager of Zadi if the SPA will be succesful.</li><li>• Transaction of the main ZADI customer, BRP, through the SPA in the view of the integration of Zadi spa in Minda Group</li><li>• Termination of the duty with the failure of the SPA (Zadi didn't sell to Minda)</li></ul>
Nome e indirizzo del datore di lavoro	<b>Minda Management Services Ltd</b> – Noida - India
Tipo di attività o settore	Production of automotive components
Dates	4 march 1996 – 31 January 2011
Occupation or position held	<b>Vehicle Business Unit Director</b>
Main activities and responsibilities	<ul style="list-style-type: none"><li>• Since May'07 till August 2011 <b>Vehicle Business Unit Director</b>: complete and vertical BU management, by adding to the preceding responsibilities in place (strategic development, both commercial and technical) the manufacturing and logistic responsibilities., reaching in this way a complete management starting from the business strategy till the product delivery (logistic, manufacturing, quality and customer service). Complete financial management of the BU, from the commercial budget till the product and marketing investment budget, full responsibility on the margin and profit of the BU. Full management of a team composed by an average of 10 employees and 35 blue workers, with a turnover of the BU around 10 mio €. Main highlights are the concurrent engineering of 8 new products finalized to the same vehicle, that due to Time to Market needs has strained the capacity to manage the internal and external resources by goals.</li></ul>

- From February '02 till May '07: **Vehicle Business Unit Director** with responsibilities on strategic development plan, commercial plan and product plan. Main highlights the deployment of the internationalization strategy of the B.U. mainly to the North American market, basis for the good results of the following period. Full management of a team of 6 employees and a team of 5 engineer in one engineering company inside the Zadi group. In the period, the B.U. grew up from 2 to 6 mln € of turnover.
- From February '99 till February'02 **Technical manager for Caravan and Motorhome Business**. Development of highly innovative projects (with 6 patent under my name) in the field of locks and locking system for motorhomes. Full management of 2 engineers and additional 2 engineers in one engineering company inside the Zadi Group.
- From March 1996 till February 1999 **mechanical engineer** for automotive components.

#### Special Projects:

- From April'09 till December'09 **Director of the closing project** of one of the plant of the group (the lighting plant in Cesano Maderno) and the transfer of the assembly lines (around 110 people involved) and all the production tools. The assy lines were transferred in Carpi. The project allowed me to face the full re-engineering of the Carpi plant and the management of a transfer of assy lines during the production, without effect on the customer delivery performance. I have also faced the problem of union relation for more than 90 workers that were not more in place at the end of the plant movement.
- From June'04 till July'05 **Responsible of implementation of the caravan market in the German subsidiary**, including a company reorganization. The project lead to the creation of an intercultural team with the aim to reduce the distances between the German and the Italian culture.

Name and address of employer

**ZADI S.p.a** , Carpi (MO) - Italy

Type of business or sector

Production of componente for motorcycle and recreational vehicle (caravan, camper, ATV, snowmobiles)

Dates

1 September 1995 - 28 February 1996

Lavoro o posizione ricoperti

Engineer of Simulation Department

Main activities and responsibilities

- From September '95 to December '95 realization of a Software for the fluidodynamic simulation of the flow of the gas in a 4 stroke engine (intake and exhaust)
- From December '95 to February '96 Engineer of Simulation Dept. for automotive components

Nome e indirizzo del datore di lavoro

**Lamborghini Automobili S.p.a** - S.Agata Bolognese (Bo) - Italy

Tipo di attività o settore

Production of high performance sport cars

### **Education and training**

(only the main ones)

Dates

September 1986 – June 1991

Title of qualification awarded

**High School in Scientific Lyceum**

Principal subjects/Occupational skills covered

Education in every different field, from mathematics till humanistic fields

Name and type of organisation providing education and training

Liceo scientifico statale M.Fanti di Carpi  
Carpi (Mo) – Italy

Dates

September 1991 - March 1996

Title of qualification awarded

**Degree in mechanical engineer**

Principal subjects/Occupational skills covered

Degree in Mechanical Engineering, automotive orientation

Name and type of organisation providing education and training

Università degli studi di Modena  
Modena – Italy

Dates 2000

Title of qualification awarded **Attestato di frequenza corso "La gestione dell'ufficio tecnico"**

Principal subjects/Occupational skills covered Training on the main tools for the R&D management, resources management, FMEA, Six Sigma, Project Management

Name and type of organisation providing education and training SDA Bocconi (Scuola Dirigenziale)  
Via Bocconi, 8, 20136 Milano (Italy)

Dates Ottobre 2003 – Giugno 2004

Title of qualification awarded **Master in "Strategic Company management" – Programma Prometheus**

Principal subjects/Occupational skills covered Multi-functional view of the dynamic flow of the company, problem solving, decision making, business development and deployment, strenght company values.

Name and type of organisation providing education and training CTC Bologna (Centro di formazione Manageriale e Formazione di Impresa)  
Bologna (Italy)

## Personal skills and competences

Mother tongue **Italian**

Other language

Self-assessment

*European level*

**English**

**German**

**Spanish**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C1	Advanced	C2	Advanced	C1	Advanced	C1	Advanced	C1	Advanced
B1	Intermediate	B1	Intermediate	A2	Basic	A2	Basic	A2	Basic
B2	Intermediate	B1	Intermediate	B1	Intermediate	B1	Intermediate	B1	Intermediate

Social skills and competences

- Self Entrepreneurship. Best results by working on macro objectives.
- Orientation to the team work, where normally I quickly obtain a high degree of authority.
- Strong rational approach.
- "Listening" approach with the team players
- Development of the self entrepreneurship inside the team player

Organisational skills and competences

- High orientation to the full control of the different objectives (echnomical, technical, quality, production, timing). I have a methodic and "german" approach about this matter, because I strongly believe that a solid echnomic basement is the main feature to plan the business strategic development.
- Strategical view and development of the company potential, starting from the market and product diversification following the markets needs.
- High focus on the development and innovation, improvements in the last 4 years of the responsibilities and competences on the echnomic management of the Business Unit, starting from the echnomical results till the project development (both "Push" and "Pull").
- Deployment of organization changes and techniques to improve the efficiency and the organization of the Business unit, starting from the front-office till the product delivery.
- Good experience on the deployment of methods to make more modern and efficient the logistic and product process, basicly important to obtain efficiency (and a good profit account) in a vertical company where are present the plastic injection, electronic process and assembly departments. The goal is to provide enough financial funds to improve the company growth through R&D and marketing tools adequated to subtain the global competition.

Technical skills and competences	<ul style="list-style-type: none"> <li>• Good experience in the full Business Unit management, starting from the strategic plan till the industrial and financial result of the BU in a B2B automotive market, or similar/directly related ones. The focus on the costs, margin and to their control lead the business unit under my control to have time after time the self capacity to invest in the new products development, outside from the company general results.</li> <li>• On the strategic point of view, high skills on the placement of innovation in the product portfolio, especially locking and lighting. By the way, till now the main focus to the strategic plan was the basis to obtain the successful results of the last years in terms of company development on customers and products.</li> <li>• On the economic point of view, main focus on the management of the product margin, through cost-reduction plans and re-engineering of the products (whether is necessary) necessario), innovation deployment with the aim to increase the product margin and the market share of the company.</li> <li>• High skills in the automotive customer/product management (from the first approach till the delivery).</li> <li>• High knowledge of the products and of the products engineering, especially regarding the engineering of die-casted parts, plastic injected, blanked, and of mechanical engineered parts (mechanic) and industrialization processes.</li> <li>• Inventor of 6 patent, national and international (still in use)</li> </ul>
Main goals	<ul style="list-style-type: none"> <li>• From 2002 to 2010 the turnover of the BU has increased 5 times, starting from 2 till over 10 mln €. The growing was obtained by the growing of existing business just present in year 2002 (from 2 mln to 5 mln) and to the implementation of new business deriving from the business plan follow up (almost 6 mln in 2010). All without increase of BU fixed costs.</li> <li>• 2005-10: Bombardier R.P., never supplied in the past by Zadi, starting from 2005 (0 € turnover) till 2011 (6 mln € of turnover forecast) with a product and project "premium" portfolio. The importance of this result go beyond the figures because confirm the successful results of the internationalization plan and of the increase of the product added value, basically important for the company development.</li> <li>• 2004: through my interaction, a company of the group become a BMW supplier. I have put my experience and my knowledge in the proposal of a highly innovative project that lead the company to start the business relation with BMW AG.</li> <li>• 30% Improvements (certified) in the period 2002-2010 of the average margin of the Vehicle BU, throughout cost-reduction action on projects and products, rationalization of suppliers and products portfolio, implementation of distribution strategies differentiated by the customer importance and ranking, all with a rationalization of the employees/workers cost impact, even if with a growing turnover.</li> </ul>
Computer skills and competences	<p>Good experience on Oracle Application System and on PDM /PLM (Hummingbird DM, Thinkteam)</p> <p>Good experience on CAD 2D /3D Pro-E, basic info on CAD Think 3</p> <p>High degree of knowledge on Microsoft Office (Outlook, Word, Excel, PowerPoint, Project, others)</p> <p>High degree of ability with company presentation and Ecel analysis.</p>
Other skills and competences	<p>Hobby: Cars and motorbikes, cinema, reading</p> <p>Sport: tennis, swim, volley and bike, normally watched soccer, Formula 1 e Moto GP</p>
Driving licence	B, A
<b>Additional information</b>	<p>Single</p> <p>Militare service done</p> <p>Available for work abroad and transfer</p> <p>Personal data authorization following the D.L 30 june 2003, n. 196</p>
<b>Signature</b>	Devis Zagaglia