

DONALD C. MANN

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“Virtual” Partner instrumental at the board level (Chairman of the Board or Senior Vice President) to help CEOs of hyper-growth companies reach full-level development.

Don is a value-driven senior leader who delivers sales, profits, people, team, Customer and wealth results from start-ups to Fortune 100 companies. With a wide industry background, in-depth technical, business and financial skills, and a “roll-up your sleeves” style, he is adept at leading teams to take concepts into profitable businesses at hyper rates from initial strategy, investor presentations and execution to liquidity exit.

- Developed a strategic growth and execution plan for a financial services company to grow by a factor of 4 from \$30 million to \$130 million in 1-2 years as part of owner’s exit strategy.
- Rescued a \$12 million marketing automation project at Bank of America and delivered a +\$300 million EBITDA opportunity - ahead of schedule and under budget.
- Delivered over \$150 million EBITDA as a SVP at the credit card bank, MBNA, as a cultural change agent during hyper growth where he started an in-house consulting company. They ran concurrent projects across 20 business centers that involved over 130 people at one time and impacted thousands of employees by delivering enabling processes for sustained +25% growth.
- Also for MBNA, Don led the complete revamping of the budgeting and spending management processes for Facility Management. His team developed an innovative financial analysis and management software application that helps optimize facility asset entry and exit decisions, and provides savings of 40% in capital and operational efficiencies. The application was commercialized and is now in production by VFA Inc. of Boston MA.
- For the Swiss-owned, Ciba Specialty Chemicals, as an international Managing Director with worldwide P&L (profit and loss) responsibility for a \$150 million unit, Don revamped the selling and incentive strategies in a collapsing market that grew sales 3% and EBITDA 9% and identified opportunities of \$353 million.
- For Olin Corp., Don turned around and grew a \$45 million unit to \$210 million with multiple divisions. He grew sales by internal development 45% and by acquisition 467%. His businesses met or exceeded 17% ROI, cash flow and net profit objectives (8-16%) in the “no-mercy, competitive bidding,” government contractor business. He raised more than \$1 billion in funding in a down market.
 - He gave 3-5 marketing, value selling, investor or joint venture presentations per month. Established sales engineering teams for value added/problem solving selling to improve margins, control specifications and to re-direct products and services. Ran over 12 development and 18 production proposals (up to \$100 MM) with 90% acceptance of his pricing recommendations by senior management, and a 93% win rate.
 - He produced \$9 million in R&D sales at 18% profit. Developed a plasma physics and combustion technology institute with a Universities of Louisville & West Virginia, General Dynamics, US Navy & Army, and Israeli consortium netting \$3 million EBIT.
 - Reduced new product cycle time from idea to production by 30-75%. 90% of sales were from new businesses, products and processes they introduced over the previous 6 years. We brought 37 major new products to market, each with complete business cases in the \$4-50 million range. Technologies included electronics, integrated circuits and plastics.
 - For the start-up in a separate business Don exceeded EBIDTA goals by growing organic revenues from \$0 to \$75 million in 18 months.

Don currently resides in the Wilmington, DE, area. He earned a Masters of Science Education – Chemistry and Biochemistry, and a BA in Chemistry, both from East Carolina University, with additional studies in Systems Management and work toward an MBA.

He is also committed to adding value back to the community through his volunteer efforts in the education, construction and health care sectors. He enjoys nature photography and hiking.