



Virginie Bergeron

CFO/DAF (Change Management Expert)
& Certified Coach (RNCP)

52 years old - Driving License

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I became an executive interim manager in 2011 after 15 years of various Financial leadership positions in american multinational companies. I have a double competency in Finance and Coaching and experience in handling delicate situations in a changing environment.

Experiences

CFO - Transition Executive manager Carglass Maison - May 2019 to September 2020



- ▶ CFO Carglass Maison: Accompanying the integration of Carglass new business "Carglass Maison" within Carglass. Handled restructuring phase
- ▶ PMO Carglass Finance department global process review and digitalization project

Finance Director - Transition Executive manager

ThyssenKrupp - January 2016 to December 2017 - France



- ▶ Finance team reorganization following a restructuring
- ▶ Evaluation and change of BI tool
- ▶ Merger and restructuring due diligence
- ▶ Implementation of local Board management reports
- ▶ Transfer price contract negotiation
- ▶ Internal Audit process management
- ▶ Budget process supervision

Innovation Strategy Division Partner

Axessio - Since 2013 - France



- ▶ Axessio is a partner firm of entrepreneur consultants. I'm an active member of the "Innovation Strategy Division". We promote and implement INSEAD "Blue Ocean" strategy for our clients
- ▶ We have created the Blue Awards event www.blue-awards.com
The Blue Awards is an event organized in partnership with HEC School, which aims to reward eight French SMEs and start up companies that managed to create a new "blue ocean" market by their innovative offers

Transition Executive Manager - Strategy implementation

Ciprès Vie - 2013 to 2014 - Levallois - France



In charge of supporting Ciprès Vie insurance group in the implementation of their 2013 - 2017 years strategy

- Implementing the process, steering committee, reporting...
- Coaching: change management through individual coaching of some Management Board members and their team

Skills

Finance

- ▶ Management/Leadership
- ▶ Restructuring
- ▶ Digitalization
- ▶ Merger/ M&A due diligence
- ▶ Change Management

Innovative Management & Coaching

- ▶ GALLUP talent management
- ▶ TOB
- ▶ Human Element
- ▶ Appreciative Inquiry

Innovative Strategies

Blue Ocean INSEAD methodology

Management

Certified Coach "Professional Relationship & Change management"

Transition Executive Manager - France projects

lastminute.com

lastminute.com - 2012 to 2013 - France

- ▶ In charge of producing France projects roadmap - around 30 simultaneous projects involving teams from France, UK, Houston and India
- ▶ Collaboration with other Department Heads to re-build projects team and improve opportunities for revenue generation costs.
- ▶ Management coaching of the newly promoted France Projects Director
- ▶ Budget of 600 M€ for 30 projects and streamline

Transition Executive Manager - France Finance

lastminute.com

lastminute.com - 2011 to 2012 - United States

- ▶ Coordination of all projects impacting Finance. Purpose was to represent Finance needs and interests in all company projects
- ▶ Responsible for external consultants relations
- ▶ Sage software upgrade project coordination

Associate

ConneC'sens - 2009 to 2011 - France



- ▶ I co- created this network as well as participated in a coaching team specialized in personal growth and carrier repositioning
- ▶ ConneC'sens is a network and a consulting & coaching company

CFO Europe/Latin America

JDC - 2007 to 2009 - France



- ▶ Europe and Latin America finance team management
- ▶ Establishing of consistent and appropriate business practices as well as enforcing relevant policies and procedures to meet regulations.
- ▶ Implementation of Cognos planning tool
- ▶ Launch of fundraising activities in Europe
- ▶ Responsible for HR in Europe (talent identification & management)
- ▶ Challenge in this position was revenue tracability, donor relations, negociation with our foundation to lighten the requested reporting, optimizing budget management, implementing analytical accounting
- ▶ My responsibilities included management of a budget of \$26 Million and an expense budget of \$12 million for Latin America.

EMEA Strategic Business Unit Financial Controller

Newell Rubbermaid
Brands That Matter

Newell Rubbermaid - 2003 to 2005 - France

- ▶ Key Business Partner of the European SBU Managing Directors. I directed a team of seven charged with launching new products Pyrex, Graco, Little Tikes, Curver & Rubbermaid brands in the EMEA market. In addition I held accountability for marketing financial analysis and evaluation of new product and brand opportunities and pricing strategy.
- ▶ Prior to this, as European Financial Planning and Analysis Director (04/2003 – 12/2003) I created and managed a team of six and served as primary interface for the U.S. Group Finance team as well as European team.
- ▶ Responsible for Financial systems
- ▶ Responsible for Budget process

- ▶ Challenge on this position was to training people to matrix management system, improve communication between Sales and Marketing while saving 10% of budget
- ▶ EMEA sales were \$113 million and I held responsibility for developing the marketing, research budget of \$6 million. I made certain marketing initiatives were funded internally through savings and contributions from other areas of the business.

Financial Planning and Control Manager for the MEA region, Human Health



MSD - 1994 to 2003 - France

- ▶ 5 positions in 9 years. Started as accountant and worked my way up to directing FP&A analysis for the region.
- ▶ MEA office was based near Paris, a small region but the most complex in the company due to number of currencies, political instability...
- ▶ Activities impact MEA sales of \$124 million and Operating Income of \$39 million

Education

Coaching

Ecole de Coaching de Paris

2013 to 2015

DECF

ICS Bégué

1987 to 1991