

RICHARD A. KANE

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EXECUTIVE MANAGEMENT

Dynamic, high-performance leader with proven ability to build management teams that generate record sales and profits in highly competitive industries and marketplaces. Have specialized and demonstrated repeated success with building start-up, addressing turnaround, and leveraging accelerated growth operations with vision, strong process, clarity of goals, and redefining culture.

CORE COMPETENCIES

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| *Start-Ups, Turnarounds & Mergers | *Client Relationship Management |
| *New Business Development | *Profit & Loss and Operations Management |
| *Process, Productivity & Efficiency Improvement | *Change Management |
| *Sales & Marketing Budgeting Optimization | *Organizational Restructuring |

PROFESSIONAL EXPERIENCES

Panini Group

| Turin, Italy

2021 - 2026

CEO and Board Director with a track record of driving enterprise value growth in complex, private equity-backed environments. As Managing Director serving on the Boards of Panini North America and Panini S.p.A., led a long-range value creation plan that increased company valuation by 2.5x despite a 31% industry contraction. Delivered 41% cumulative EBITDA growth over five years through disciplined operational execution, commercial innovation, and strategic alignment of global and regional leadership teams. Recognized for transforming culture, governance, and performance systems to accelerate profitability, foster accountability, and position the organization for sustained growth and investor return.

Canon Solutions America

| Boca Raton, FL

2018 - 2020

Vice President of Sales and Field Administration, Production Printing Systems Division

(Reporting to EVP of PPS) Provide visionary sales and operational leadership for the \$450 million dollar mission critical production printing business in the United States. Brought into assignment for operation turn around after three successive years of declining revenue and loss of market share on core products.

- Establish the strategic direction, organizational structure, and compensation plan to deliver machine & software revenue targets, factory unit budgets and gross profit targets.
- Lead U.S. based R&D needs with German and Netherlands based factories through long-range planning with industry leaders, customer advisory council, product management and specialist teams.

Key Achievements

- *In 2018 and 2019 delivered back to back record-breaking years increasing machine and software top line revenues by a combined 23% and service recurring revenue by 7% during what was industry wide a flat market.*
- *Won over \$88 million dollars in New or Incremental competitive displacement business during 2018 and 2019 resulting in nearly 10 points market share growth on high speed continuous feed inkjet presses.*
- *Reduced organizations SG&A by more than \$4 million dollars while increasing per sales representative revenue productivity by 59%.*
- *Developed and implemented entirely new compensation plan congruent with corporate and factory goals resulting in YOY growth in all product categories.*
- *Achieved the highest business unit employee engagement rankings survey results within Canon for 2019 outperforming company averages in all 37 categories in annual Blessing White, A Division of GP Strategies.*

Canon Solutions America | Norcross, GA **2016 - 2017**

Vice President of Zone Operations, Sales and Administration, Southeast

(Reporting to President of CSA) Full P&L and General Management responsibility for the organizational health of the \$242 million eleven state thirty-three branch operations in Canon Solutions America, Southeast Zone.

Key Achievements

- *Delivered highest operating profits of the four CSA Zones in 2016 & 2017 achieving both top line and recurring revenue targets through the successful integration of tertiary markets in the states of Alabama, Louisiana, Mississippi, and Arkansas.*
- *Achieved the highest Zone employee engagement rankings survey results within Canon for 2016 & 2017 outperforming company averages by a significant 9.6% and 11.8% variance in annual Blessing White, A Division of GP Strategies.*

Canon Solutions America | Norcross, GA **2013 - 2015**

Vice President of Zone Sales, Southeast Enterprise Solutions Systems Division

(Reporting to EVP of CSA) Relocated to SE Zone to implement sales process and change management strategies to turn around underperforming zone. Led the sales merger and integration of 233 SE Zone Canon Business Solutions and Océ Imagistics sales employees in the forming of Canon Solutions America.

Key Achievements

- *Worst to first; Top performing Zone to sales budget in 2013, 2014 and 2015.*
- *Sales team operating profits improved by nearly \$8.7 million from 2013 to 2015.*
- *Three-year sales revenue growth of over 48% from 2012.*

Océ North America | Trumbull, CT **2009 - 2012**

(A wholly owned subsidiary of Canon)

Vice President of Sales, Operations & Administration, Document Printing Systems Division

(Reporting to President of DPS) P&L responsibility for 400+ person National Sales, Sales Operations and Field Administrators generating over \$120 million in hardware and software sales and nearly \$220 million recurring revenue. Project leader for Océ Imagistics Sales, Sales Operations, and Field Administration organizations successful integration and merger with Canon Business Solutions to form Canon Solutions America.

Key Achievements

- *Implemented several improved processes, structure and a new incentive plan leading to more than \$12 million reduction in SG&A from the organization while still growing revenues in all four critical areas of the business.*
- *Successfully retained over 95% of targeted employees to be part of the merger.*

Océ North America | Chicago, IL **2004 - 2008**

Executive Director Central Region – Production Printing Systems Division

(Reporting to VP of Sales) Progressed on fast track to increasing responsibility with P&L responsibility for (5) District Production Managers covering a twenty-state territory with hardware and software sales of over \$63 million and recurring service revenues of \$147 million.

Key Achievements

- *2005, 2006, 2007 #1 Sales Region, achieving 109%, 106% and 105% of plan. New business focus and strategy planning sessions led to an average of \$13.6 million in new business revenue and an additional \$4.7 million in incremental business revenue per year.*
- *Special CEO trip achiever in 2008 for record setting Region sales of over \$63 million and most placements per budgeted salesperson of the core VP 6000 series printer.*

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EDUCATION

University of Massachusetts - Amherst, MA
Bachelor of Arts

- First Team Academic Yankee Conference Football Selection 1989 & 1990

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

- Leadership for Extraordinary Performance - University of Virginia, Darden School of Business
- Canon Senior Leadership Institute Graduate
- Canon Women in Leadership Levels (WiLL) program sponsor
- Canon Emerging Leaders program sponsor
- Executive Coach Sponsorship through Canon with Ayers Group
- Management Development Level 1& 2- Canon USA, Lake Success, NY
- Leadership Training for Managers - Dale Carnegie Training
- Targeted Selection-Development Dimensions