

Ewa E. Rytka
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Experienced manager and director specializing in strategy implementation, post merger integration, turn around restructuring and expansion management

Professional Experience:

Aktyre Ewa Edyta Rytka **Strategic and optimization advisor** **5.2008-now**
Turnaround and crisis management for production, trade and service companies In Central and Eastern Europe. Strategy creation and cost optimization Project.
Definition of growth strategy for production maintenance and tools producing factory.
Analyzed and initialized implementation of headcount optimization bringing PLN 7.5 million savings for financial institution.

Dunaferr Group **Integration Project Manager** **8.2006-11.2007**
Designed and successfully implemented post acquisition strategy for a group of 40 companies employing 9000 people and generating revenue of EUR 1 billion.
Apart from financial, legal and operational integration (including integration of administration, finance function, HR management, production and logistics) project covered redesign of remunerations and motivation system as well as negotiations of collective labor agreement modification and headcount optimization. Identified savings exceeded Euro 30 million.

Fresh&Co **General Director (CEO)/Advisor** **3.2005-2.2006**
Managed company throughout the turn around and the loss of liquidity period implementing elements of restructuring strategy: headcount optimization, design of supply chain function and implementation of management controls.
Negotiated stand still with all major banks and creditors allowing for successful search of strategic investor without stopping of company's activities.

Kolaja & Partners **Executive Director** **7.2005-4.2008**
Specializing in turn around and crisis management of manufacturing, trading and service companies in Central and Eastern Europe. Helped to create and implement restructuring and optimization strategies based in healthy organizations and these with significant shortages of financing.
Developed and implemented post merger integration strategies including financial, legal and operational aspects. Performed number of pre-acquisition due diligences.

Opoczno **Advisor to CFO** **3.2002-10.2002**
Designed and implemented activity based costing system for production company introducing complete version of SAP system.
Definition of accounting standards for production outsourcing company servicing Opoczno SA and definition of settlements with Opoczno in SAP standards.
Redesigned motivation system introducing tools allowing for effective implementation of Management by Objectives.

Kolaja & Partners (CII Group) Senior Associate 3.2000-6.2005

Project manager in a number of strategy creation and restructuring projects, specializing in redesign and strengthening of management architecture: redesign of organization structure, development of costing and budgeting systems, and definition of ERP system requirements for managerial reporting needs, implementation of management by objectives and optimization of personnel costs.
Managed company's finance function during first 2 years of operations.

KPMG Polska Audyt Senior Assistant 9.1997-2.2000

Audited financial statements prepared in accordance with Polish, International and Country specific standards. Assessed control procedures in place and evaluated risk related to management architecture and controls in place.

Target Professional English Consultants Office Manager 8.1994-8.1997

Coordinated all administrative issues including: HR, Sales and Finance administration

Education:

MBA LSE, HEC, NYU Stern Business School, TRIUM Executive Program 2004-2006

Financing of turn around and distressed restructuring in Central and Eastern Europe.

Certificate Association of Chartered Certified Accountants 1998-2002

International qualification in finance and accounting.

MSc. Economics Warsaw School of Economics 1992-1997

Finance and Banking faculty, specialization in Corporate Finance

Additional information:

Stowarzyszenie Interim Managers – Founder Member, Revisory Board Member

Languages: Polish - Native
English – Fluent
Russian – Fluent
Serbian - Passive

Hobbies: literature, photography (landscape and architecture)