



# Sarah J. Patronne

## Rebuild. Scale. Sustain.

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### CEO / PRESIDENT ► PRIVATE EQUITY AND FORTUNE 500

#### Powering growth and lasting culture change

Business Turnaround | M&A | Integration | AI and Technology Upshift | Strategic Planning

A “fixer” known for transforming underperforming businesses into scalable, profitable operations. Demonstrated impact in cost reduction, post-M&A integration, and revenue growth — aligning operations with strategy to position a company for long-term success. Silo buster who unifies functions and revives cultures.

### ACHIEVEMENT HIGHLIGHTS

#### Value Builder • PE Exit Above Target

Helmed full-scale transformation that doubled EBITDA and positioned company for a profitable acquisition.

#### Cost Cutter • \$3.4M+ Savings

De-risked global supply chain and renegotiated contracts, slashing costs across multiple firms.

#### Revenue Booster • \$100M+ Impact

Drove sustained growth through new market entry and pricing strategy across PE and Fortune 500 environments.

### PROFESSIONAL EXPERIENCE

XYZ Global | Buffalo, NY | A \$4.3B, leading industrial automation company

4/2019 to Present

#### PRESIDENT/CEO, RGB COMPANY (PE-backed company acquired by XYZ Global)

**SCOPE: P&L accountability for a \$780M organization. Shepherd a leadership team of 24 and a workforce of 1,230.**

Direct P&L, operations, technology, and organizational strategy for a high-visibility company. Recruit and develop senior leadership cohort. Partner with private equity stakeholders and XYZ executive leadership to align goals and systems.

IMPACT

Scaled a stagnant manufacturer into a profitable, top-tier operation, culminating in an acquisition at **14% above valuation.**

#### Powered 37.5% revenue growth and doubled EBITDA in four years

- ▶ **Cut sourcing costs 32%** to mitigate tariff impact by shifting 35% of inventory spend to a lower-cost country.
- ▶ **Halted a 20-year innovation drought** by launching three new product lines.
- ▶ **Raised on-time in-full (OTIF) fill rate from 74% to 99.6%** by leading ERP transformation and embedding Lean processes.
- ▶ **Reduced lead time 45%** and elevated margins 650 basis points by launching an AI-based inventory platform.
- ▶ **Increased employee retention 13%** by instilling an ownership culture.

#### Revenue & EBITDA Growth



3M Company | St. Paul, MN | A \$35B, Fortune 500 global science and innovation company

2017 to 2019

**DIRECTOR OF SALES, AMERICAS****SCOPE: Managed team of 18+ with \$67M P&L across the Americas.**

Tapped by leadership to revive a languishing sales division that had long been overlooked by the enterprise. Inherited a fractured, siloed team with high turnover, limited structure, and waning performance. Drove regional strategy, account performance, and customer engagement.

**IMPACT**

Rebuilt sales organization from the ground up, restoring market momentum to **achieve 112% of U.S. sales target** – *the first overperformance in six years.*

- ▶ **Delivered sustained growth averaging 11% annually** and protected market share in the face of pricing pressure and counterfeit product threats.
- ▶ **Boosted partner retention 18%** — reversing attrition trends by strengthening channel relationships.
- ▶ **Lifted employee morale and retention 13%** by fostering a culture of ownership, performance accountability, and leadership support.

**10 Influential Women  
in Business Award**  
2019  
Acquisition International

3M Company | Continued

2008 to 2017

**REGIONAL BUSINESS MANAGER, SOUTH CENTRAL REGION****SCOPE: Led region with \$170M customer portfolio. Supervised 14 sales representatives.**

Promoted to oversee the company's highest-revenue region — a \$170M territory across manufacturing, oil and gas, agriculture, construction, and government sectors.

**IMPACT**

**Bolstered revenue 23%**, exceeding aggressive performance targets and ultimately leading to promotion to Director of Sales role.

- ▶ **Drove integration** after two acquisitions, **retaining 100% of customers** and maintaining sales continuity.
- ▶ **Created national training programs** that drove adoption of eight newly acquired product lines.
- ▶ **Aligned cross-selling strategy** and customer engagement, contributing to sustained revenue growth.

**EARLY CAREER with 3M:** Held Divisional Sales Management and Business Development roles in three divisions.

**EDUCATION**

**MBA** – University of Michigan, Ann Arbor, Michigan  
**BBA** – Kent State University, Kent, Ohio

Global Executive Leadership Program  
Strategic Leadership & Business Management Certification

**BOARD ROLES**

**National Association of Manufacturing Executives | Board Member, 2019 to Present**  
Vice Chair, 2023 to Present | Technology Committee Chair, 2020 to 2023

## Project Strategy

### Background

Sarah built a successful career – first as a director with a Fortune 500 corporation and later as CEO of RGB, a PE-backed company. When she came to me, she'd achieved remarkable success turning around RGB, which led to its acquisition at 14% above valuation. The parent company kept her on to help manage the transition, but she was preparing to look for her next role.

### Design Strategy

Three words defined Sarah's brand: Rebuild, Scale, and Sustain. I used this as a tagline and created a custom logo with upward-facing arrows. I chose a color palette with subtle, desaturated blue tones, and balanced this with black accents to convey decisiveness and strength.

### Summary Section – Accomplishment Highlights

After the summary, I highlighted three key accomplishments and arranged them in shapes. A quick summary above each tells the story at a glance: "Value Builder," "Cost Cutter," and "Revenue Booster."

### Experience

For each role, I created an "Impact" box to highlight Sarah's overarching contribution to the company and listed the smaller accomplishments below it. For her most recent role, I designed a chart to show her most impressive achievement: 37% revenue growth and 2X EBITDA within four years. I also included the text for this accomplishment for ATS scanning. Putting this text in its own shape with an arrow pointing to the chart gave it more weight than if I had simply used a bullet.

For easy readability, I kept all paragraphs under three lines and bullets to two lines. Where possible, I front-loaded each bullet with the result and metrics.