

"A" Player Human Capital LeaderShift Insights

FEATURES

LeaderShift Articles

80/20 LeaderShift: Linking Talent to Value



The best executives are masters at applying 80/20 principals in the business to drive and deliver value creation. In most businesses, 80% of the profits come from 20% of the products, and 80% of the value is created by 20% of the people. How do you determine which jobs and ultimately which people are most important in realizing the 80/20 in the human capital realm?

[>>80/20 LeaderShift: Linking Talent to Value: Click to Read>>>](#)

Enterprise GPS - 7 Levels of LeaderShift



Organization development has taken on a completely new meaning and level of importance in company's today. Getting the right people, in the right seats, at the right time, doing the right work, at all times is an imperative to business success.

People on the Move



Fabian Garcia joins **Unilever** as President of North America. He was at **Revlon** and **Colgate-Palmolive**.

Nancy Pak joins **Mondelez** as CEO of **Tate's Bake Shop**. She was with **Tom's of Maine** and **Colgate-Palmolive**.

[More People on the Move >>>>](#)

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[>>Enterprise GPS - 7 Levels of LeaderShift: Click to Read>>>](#)



People on the Move

Fabian Garcia joined **Unilever** as President of North America. He was at **Revlon** and **Colgate-Palmolive**.

US Nonwoven recruited **Ernesto Levy** as Chief Growth Officer and **Bill Iggins** as Chief Commercial Officer. Bill was with **Eagle Foods**, **Schwan's**, **Shearer's** and **Pepsico**. Ernesto was with **Suominen**, **Novartis OTC** and **P&G**.

Dan Poland joined **KIND** as COO. Dan was with **Pinnacle Foods**, **WhiteWave**, **McCain Foods**, **HJ Heinz** and **Nestle**.

Scott White joined consumer durable producer **Edsal Manufacturing** as CEO. He was at **New Avon**, **Abbott**, and **P&G**.

John Schmitz joined **Dawn Foods** as President of North America. He was at **Land O'Lakes** and **General Mills**.

M'lou Walker joined condom maker **Lifestyle Healthcare** as CEO. She was at **Pacific World**,

Mike Axelrod joined Hispanic food company **Del Real Foods**, as CEO. He was with **Passport Food Group**, **TreeHouse Foods**, **Pactiv**, **McCain Foods**, and **Kraft**.

Sabrosra Foods (formerly Wisconsin Cheese Group & Centre Partners portfolio) named **Phil Chase**, Chief Commercial Officer and **Fernando Vaquero** as Chief Operating Officer. Phil was with **Dairy Farmers of America**, **Borden** and **Dean Foods**. Fernando was with **Schwan's** and **Kraft Heinz**.

Hometown Foods appointed **Tom Polke** as CEO. He was at **Ferrara**.

Bob Baird joined **Sigura Water** as CEO. Bob was with **AT Cross**, **Dorel Sports**, **Philips**, **Scott Paper**, and **P&G**.

Beech-Nut appointed **Dianne Jacobs** as CEO. She was at **NutriSystem**, **Nestlé**, **Pinnacle**, **Kraft**, and **P&G**.

Ed Vlacich joined **Lasko Products** as CEO. Ed was at **Henkel**, **Sun Products**, **Novartis**, **J&J**, and **P&G**.

Tropicale Foods, a new **Wind Point Partners** portfolio company names **Steven Shiller** as CEO. He was at **Hershey**, **Coca-Cola**, and **Colgate-Palmolive**.

Nancy Pak joined **Mondelēz** as CEO of **Tate's Bake Shop**. She was at **Tom's of Maine** and **Colgate-Palmolive**.

Mike Lorelli joined **Accent Food Services**, as CEO. Mike was with **WaterJel**, **Latex International**, and **PepsiCo**.

Pierre Denis was named CEO at **Coty**. He was at **Jimmy Choo** and **LVMH**.

VOSS Waters appointed **Gless Hartman** as CEO. He was at **Deoleo**, **Starbucks**, **CR Brands**, and **P&G**.

Matrixx Initiatives, and **Adams Therapeutics.**

Jolie Weber joined **Lenny & Larry's** as CEO. She was at **Wise Foods, Suntory Water,** and **Coca-Cola.**

Monty Sharma joined **Nutraceutical Corporation** as CEO. He was at **Jenny Craig, Atkins, Naked Juice,** and **EAS.**

Carlos Abrams-Rivera joined **Kraft Heinz** as President US business. He was at **Campbell Soup, Mondelēz,** and **Kraft.**

Sergio Pedreiro joined **Revlon** as COO. He's been in PE, previously at **Coty** and **McKinsey.**

Sovos Brands recruited **Jason Vieth** as GM of **Noosa Yoghurt.** He was at **Poppi** and **WhiteWave.**

Scott Salmon joined **Simmons Pet Food,** as President. He was at **Kellogg.**

Tim Coolican joined **Milk Makeup** as CEO. He was at **L'Oreal.**

Dollar General appointed **Debra Sandler** to the board. She was with **Mavis Foods, Mars, J&J,** and **PepsiCo.**

Jose Luis Prado joined the **Tropicale Foods** board as Chairman. He was most recently the CEO of **Evans Pork Group,** a

Diageo recruited **Deb Crew** as President of North America. She was with **Reynolds American, PepsiCo, Mars, Nestlé,** and **Kraft.**

Val Oswalt joined **Campbell Soup** as President of snacks businesses. She was at **Century Snacks, Mondelēz,** and **Kraft.**

National Grocers Assn. named **Jonathan Downey** as SVP Industry Relations. He was with the **Grocery Mfg. Assn.**

Jim Law joined **Rip Van Wafels,** as President. He was at **Schuman Cheese** and **Mondelēz.**

TreeHouse recruited **Kevin Jackson** as President of snack and beverage businesses. He was at **JM Smucker.**

Brent Franks joined **Godiva** as COO. He was at **Aramark** and **Pepsi.**

Kevin Walling joined **PPG,** as CHRO. He was at **Hershey** and **PepsiCo.**

Kathee Tesija joined the **Clorox** board. She was at **Target.**

Hostess Brands recruited **Brian Purcell** as CFO. He was at **Rawlings** and **PepsiCo.**

Scott Gray joined **JDE Peet's** as CFO. He was at **AB InBev.**

Georgia Pacific CPG appoints **Ryan Elwart** as Chief Commercial Officer. Ryan was SVP Global Pro Sales, and **PepsiCo/Frito-Lay.**

Ben Dollard joined **Treasury Wine Estates** as President of the Americas. He was at **Constellation Brands.**

Vita Coco named **Martin Roper,** President. He was with **Boston Beer.**

Mike Ferry joined **Gryphon Investors,** as Partner. Mike was at **CAVU Ventures, WhiteWave, Abbott Nutrition, Campbell Soup, Segway,** and **P&G.**

Scott Uzzell joined **SC Johnson's** board. He is the CEO of **Converse.**

Brian Dean joined **Skyview Capital** as an Operating Partner. He was at **Allied Old English, Victoria Fine Foods,** and **Birds Eye.**

JasonBlake joined **Continental Mills** as VP Mfg. He was at **Oberto Snacks, Wonderful Citrus, Schwan Food,** and **Santa Cruz Nutritionals.**

JuE Wong joined hair care company **Olaplex,** as CEO. She was with **Moroccanoil, Elizabeth**

recently sold **Wind Point Partners** portfolio company. **Ku Han** joined **Pretzels Inc.** as COO. He was at **Craftmark Brands**, **Arden**, **Strivectin**, and **Astral Brands**.

Bakery, **Lassonde Pappas**, and **PepsiCo**.

Bulletproof appointed **Larry Bodner**, as CEO. He was at **Sovos Brands** and **Del Monte**. **Walt Zola** joined **Newman's Own** as VP of Sales. He was at **Blue Buffalo**, **Aloha**, **Bob Gorman** joined **RxBar** as CMO. He was at **Angel's Envy**, **Beam Suntory**, and **Alberto-Culver**.

Mondelēz, and **Cadbury**.

David Stis joined **Del Monte Foods** as Chief Customer Officer. He was at **Dean Foods**, **Glanbia**, and **Frito-Lay**. **Kathy Hayden** joined **Perfect Snacks** as SVP of sales. She was at **Amplify Brands**, **WhiteWave**, and **Pepsi**. **Tina Jackse** joined **Beauty By Imagination**, as EVP of sales. She was at **Henkel** and **Beiersdorf**.

JM Smucker recruited **Cory Onell** as SVP of US Retail Sales. He was at **Campbell Soup**, **K-C**, **Mondelēz**, **Sargento**, **SAB Miller** and **Hershey**. **Fresh Del Monte** recruited **Elana Gold** as CMO. She was at **Abbott Nutrition**, **PepsiCo**, and **Novartis**. **Icelandic Provisions** appointed **Dan Hickle** as CMO and **Carolyn Donoghue** as VP of sales. Dan was at **Clif Bar** and **PepsiCo**. **Carolyn** was at **Sabra Dipping**, **Kashi**, and **Kellogg**.

Matt Kah joined **Sodastream** as CMO. He was at **Heineken**, **Glaceau**, and **Coca-Cola**. **Jim Sterbenz** joined **Turkey Hill Dairy** as Chief Commercial Officer. He was at **Campbell Soup**, **Mars**, **Kraft**, and **Amgen**. **Brian Miller** joined **Impossible Foods** as Chief People Officer. He was at **Gilead Sciences** and **Amgen**.

Campbell Soup appointed **Craig Simon** as VP of Revenue Growth Management. He was at **Pinnacle Foods**, **Mondelēz**, **Kraft**, **Cadbury Adams**, and **Nabisco**. **Mike Illum** joined **Kar's Nuts** as Chief Customer Officer. He was at **Kettle Cuisine**, **Keurig Green Mountain**, **Bolthouse Farms**, and **Campbell Soup**. **Sephora** named **Corey Yribarren** as Chief People Officer. She was at **Benefit Cosmetics**.

Bob Pettinelli joined tea and coffee producer, **Tata Consumer Products**, as Chief Sales Officer. He was at **Campbell Soup**, **General Mills**, **SCJ**, and **Hershey**. **Ann Mukerjee** joined **Pernod Ricard** as CEO of North America. She was with **SC Johnson** and **Frito-Lay**. **Minsok Pak** joined **Mondelēz** as Chief Strategy Officer. He was at **Target** and **Lego**.

Emmanuel Babeau McDonald's named **Heidi Capozzi** as Chief People Officer. She was with **Boeing**. **Inspire Brands** named **Patrick Schwing** as CMO. He was at **Procter & Gamble**.

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Dairy Farmers of America acquired **Dean Foods** for \$433 million.

PepsiCo acquires **Rockstar** for \$3.9B and **BFY Brands** (**PopCorners** snacks) from PE firm **Permira Advisers**.

Scott's Liquid Gold sell manufacturing operation to **Elevation Labs**, who will contract manufacture for Scott's.

Hain Celestial sold **Casbah** couscous to **US Durum Products** and **Europe's Best** frozen fruits to **Nature's Touch**.

Lion/Kirin acquired **New Belgium Brewing**.

Constellation sold craft brewer **Ballast Point** to **Kings & Convicts Brewing**.

Nestlé formed a joint venture with Spain-based **Casa Tarradellas** to divest part of the **Herta** food brand.

Froneri, a **PAI Partners** sponsored company buys **Nestle's** US ice cream business including **Häagen-Dazs** for \$4B.

JAB Holdings is merging **Peet's Coffee** and **Jacobs Douwe Egberts** to create **JDE Peet's**.

Hefty and Reynolds wrap producer **Reynolds Consumer Products** had a successful IPO.

Colgate-Palmolive buys natural oral care **Hello Products** from founder **Craig Dubitsky**.

Hormel buys pit-smoked meats producer **Sadler's Smokehouse**.

Guy & O'Neill / Centre Partners acquired **Boomerang Laboratories**.

Helen of Troy buys hair care company **Drybar Products** for \$225 million.

Henkel bought professional hair care company **DevaCurl** from **Ares Management**.

Coty has finalist bids from **Henkel** and **KKR** for the former P&G professional hair care business.

Taiwan-based **FCF Fishery** acquired **Bumble Bee Foods** for \$928M.

Swander Pace Capital sold **Voortman Cookies** to **Hostess Brands** for \$320M.

VMG Partners bought **Popchips** from PE firm **Verinvest**.

Wind Point Partners acquired Hispanic treat company **Tropicale Foods**.

Encore Consumer bought beverage contract manufacturer **Lion Beverages**.

Procter & Gamble buys subscription-based shaving and body care products for women company, **Billie**.

Grupo Bimbo bought **Lender's Bagels** from **Conagra**.

Rich Products acquired pizza crust producer **Rizzuto Foods**, and seafood processors **Morey's**.

e.l.f. Cosmetics acquired plant-based beauty company **W3LL PEOPLE** for \$27M.

B&G Foods buys plant-based frozen company **Farmwise**.

Coca-Cola bought dairy producer **Fairlife**.

Wind Point Partners sold **Evans Food Group** to **Highlander Partners**.

Mondelēz bought baked goods producer **Give & Go**.

Spectrum Brands buys global fish food producer **Omega Sea** from **Austin Capital Partners**.

Clayton, Dubilier & Rice, sold **High Ridge Brands** oral care brands (**Reach**, **Dr. Fresh**) to **Perrigo** and skin and hair care brands (**VO5**, **Zest**, **Rave**, **White Rain**, etc.) to **Tengram Capital**.

Avista-backed **Arcadia**

Icelandic Glacial raised \$66 million, more than half from **BlackRock**. **Audex** portfolio company **Stonewall Kitchen Vermont Village** acquired the **Kaopectate** from **Sanofi**.

Manna Pro (Morgan Stanley PE portfolio), bolted on pet products company **Promika**. **LaSalle Capital** acquired **Joseph's Frozen Foods** from **Brynwood**. **Brynwood Partners** acquired **Arrowhead Mills** and **SunSpire** brands from **Hain Celestial** as tuck-in to **Hometown Foods**.

Frontenac (Whitebridge PE sponsor) buys **Cardinal Pet Care**. **Platinum Equity** acquired **Biscuit International** and wine maker **Farnese Vini**. **Advent International** bought hair care company **Olaplex**.



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