

CEZARY KLIMONT

PROFESSIONAL PROFILE

Expert in financial management, business transformation and change management. Certified to sit on the Supervisory Boards of State Treasury companies.

Implemented strategies and transformation programmes setting new development goals, increasing process efficiency, and reducing costs. Managed complex international teams. Key projects included IPOs, accounting centralisation, strategy operationalisation, creation of shared service centres, mergers, implementation of ERP systems (Oracle) and reporting models.

KEY CAREER STAGES

2024: MGW Corporate Consulting Group Sp. z o.o.

Consulting firm, sales of approx. PLN 10 million, 50 staff (<https://mgwccg.pl/pl/home>)

Partner – responsible for developing the consulting practice in scaling SME growth

- Client acquisition – sales strategy, target group identification, and outreach channels
- Methodology development – creation of methodologies, tools, and techniques for services provided
- Quality control – development and implementation of service quality control mechanisms

2021–2023: Elimen Group S.A.

Start-up developing advanced electric engines, 15 staff;

CEO, Member of the Management Board, Transformation Leader – key initiatives and achievements

- Developed and implemented a strategy based on the company's key competencies and resources
- In April 2022, raised approximately EUR 2 million for current operations and product development
- In February 2023, signed a framework engine licensing agreement with the Indian company Flash Electronics

2020–2021: Adecco Poland Sp. z o.o.

Adecco AG, temporary work. Adecco PL, sales of approx. EUR 230 million, 400 staff, 55 in finance)

CFO, Member of the Management Board (reporting under US GAAP and Polish GAAP)

- 2020: sales of PLN 1 billion, growth by 25% vs. 2019 despite COVID restrictions
- 2021: developed and implemented a demanding OpEx savings plan (15% vs. budget)
- Within the management board, developed and implemented a new functional business model
- Created a Project Management Office – coordination of strategic projects and implementation of project methodology

2016–2019: Willis Towers Watson Polska Sp. z o.o.

The largest insurance broker in Poland (sales of approx. PLN 240 million, 550 staff)

Interim Chief Operating Officer (COO) for Transformation and Change Management

- Managed the merger of Gras Savoye and Willis in Poland – operations, business processes, finance, HR, IT, marketing, and integration with global WTW structures, corporate processes

- Implemented processes and procedures ensuring compliance with FATCA, GDPR, and IDD (Insurance Distribution Directive)
- Implemented business continuity procedures for unforeseen events

2014–2015: ARTNEWS S.A.

GPW NewConnect monthly, USA (revenue of approx. USD 6 million, 65,000 subscriptions, team of 30)

CFO, Member of the Management Board, also responsible for Investor Relations

- Raised financing through stock and bond issuance
- Restructured businesses in the USA and Poland, turning the US publishing company around from loss to profit
- Implemented controlling and budgeting as well as a consolidation model for companies in the USA and Poland
- Managing contacts with key stakeholders, especially investors

2011–2014: Lotto – Totalizator Sportowy Sp. z o.o.

Lottery (revenue of approx. PLN 4 billion, 13,000 outlets, 950 staff, 120 in finance, 13 reporting staff)

Chief Strategy Officer (Interim) and Chief Financial Officer

- Managed the strategy development project based on the Strategy Map model (supported by McKinsey) and its implementation (launching and cascading strategic initiatives within the company)
- Developed and implemented a set of tools and reports to monitor strategy execution
- Implemented Workflow for managing the circulation of financial documents
- Implemented a controlling model supporting budgeting and plan execution oversight

2008–2010: Żagiel S.A., KBC Group

Consumer loans (lending of approx. PLN 2 billion, 850 staff, 60 in finance, 5 reporting staff)

Member of the Management Board, CFO

- Implemented a cost savings programme in 2009 (OpEx reduced by 30% vs. 2008)
- Centralised accounting from 17 locations to two, reducing headcount by 40%
- Created the Procurement Department to optimise costs and liquidity
- Negotiated a credit line for the company to secure liquidity
- Built and implemented a Controlling Model providing management information

2006–2008: Ruch S.A.

Retail (revenue of approx. PLN 4 billion, 5,350 staff, 1,050 in finance and IT, 23 reporting directors)

Management Board Member responsible for Finance and IT, CFO/ CTO

- Managed finance, including controlling, budgeting, forecasting, reporting, accounting and taxes, and IT, including creating, implementing, and maintaining systems
- IPO, floating the company on the Warsaw Stock Exchange on 22 December 2006, raising PLN 250 million, free float of 27.5%.
- Conducted a cost cutting programme before the IPO, saving PLN 40 million in 2006
- Created a Project Management Office, overseeing IPO proceeds allocation
- Centralised four of seventeen regional accounting branches based on Oracle

2003–2006: Orange S.A. (Telekomunikacja Polska S.A.)

Telecommunications, revenue of approx. PLN 18 billion, 25,000 staff, team of 10 people

Director of Accounting Centralisation and ERP Implementation and Secretary of the Audit Committee of the Supervisory Board

- Centralised 27 accounting centres into the Accounting Operations Centre in Lublin
- Developed financial processes for the Accounting Operations Centre based on Oracle
- Represented TP SA in the Steering Committee of the ERP project at France Telecom

1994–2003: PwC (PricewaterhouseCoopers)

Leading global consulting firm.

Senior Manager

- Audited financial statements in accordance with PL & US GAAP and IFRS, prepared IPOs
- Assessed investment portfolios, business plans, and internal control systems

PRIOR EMPLOYMENT AND OTHER BUSINESS ACTIVITIES

1992–1993: Arthur Andersen,

Specialist

1992 – Institute for Market Economics,

Associate

1991–1992: University of Gdansk,

Assistant

2008–2009: Eurocontrol

European Organisation for the Safety of Air Navigation

Represented the Republic of Poland on the Audit Committee

- Analysed and verified financial statements, supervised employee pension fund
- Analysed actions taken, especially infrastructure projects

2007–2010: Katowice Airport of Górnośląskie Towarzystwo Lotnicze S.A.

2 million passengers in 2009, the third largest airport in Poland

Chairman of the Supervisory Board

- Oversaw the work and opening of a new terminal with a capacity of 3.5 million passengers per year
- Initiated and supervised the creation of the General Plan for 2008–2032

2013–2014: Astor S.A.

Automotive industry

Member of the Supervisory Board

EDUCATION AND QUALIFICATIONS

2013	Certification to sit on the Supervisory Boards of State Treasury companies
2010–2011	Advanced Management Program (AMP), IESE Business School, Barcelona
1999	ACCA title, Association of Chartered Certified Accountants
1986–1992	Master's degree, University of Gdańsk, Department of Transport Economics, Foreign Trade

ASSOCIATIONS AND COMMUNITY ACTIVITIES

Since 2014 FINEXA, Association of Chief Financial Officers

President/ Board Member

2007–2008 Association of Stock Exchange Issuers

Board Member