



IAN B. SCOTT

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BS, University of Southern California, Los Angeles, CA

PROFILE

Senior executive with diverse and extensive background in international and domestic general management and P&L responsibility. Results oriented individual with a reputation for profit achievement, exceptional communication skills and the ability to create and lead change. Excellent in developing highly motivated organizations. Expertise includes:

Marketing / Sales	Human Resources	Asset Protection / Food Safety
Logistics / Supply Chain	Organizational Change	New Business Development
Inventory Management	Financial Administration	Merchandising

- Recognized for ability to develop strategies and communicate defined, manageable programs and procedures to increase revenue, reduce costs and motivate associates.
- Vast experience in change management in international and domestic environments.

EXPERIENCE

2005-2007

THE HOME WORLD, China **China's largest privately held Hypermarket chain** **Sr. Executive Vice President, Retail Operations and Development**

As leader of the operational executive team for The Home World, directed the formulation, communication and execution of short and long term strategies. Overall accountability for retail operations, retail expansion, D.C. operation, supply chain, inventory management, financial planning, corporate productivity asset protection and food safety. Accomplishments included:

- Managed highly successful joint task force in developing and executing international business standards, procedures and best practices.
- Planned and executed systematic reorganization and workflow of every functional group resulting in net year over year productivity improvements of 27% in overhead reduction.



EXPERIENCE

- Dramatically improved inventory productivity, liquidity and margin by implementing defined SKU rationalization process, category management and automated replenishment.
- Developed and executed store financial budget and planning models with detailed and accountable P&L's for each functional group.
- Directed and assisted in the development and final design of a new hypermarket prototype to be used for further retail expansion throughout the region.
- Directed the management of the largest retail and privately owned logistics center in China.

2003-2004

ALGHANIM INDUSTRIES, Kuwait

Kuwait's largest privately held enterprise

Senior Vice President, Retail Operations and Development

Overall accountability for communication and execution of short and long term strategies and to provide direction for oil entities of the retail organization. Ensures the organization, communication, structure, policies, financials, skill and experience are appropriate to enable all business units to meet corporate growth and profit objectives. Accomplishments included:

- Managed joint task force establishing written policies and procedures for existing retail operations and for a 75 store expansion throughout the Middle and Far East,
- Designed and implemented new auditing and asset protection procedures
- Researched and developed franchising and business to business agreements for future retail growth and expansion opportunities with international companies.
- Initiated successful export initiative of proprietary branded merchandise.
- Executed the opening and management of the largest privately owned logistics center in the Middle East.
- Dramatically improved merchandise turnover, unit integrity, sales and margin by implementing defined SKU rationalization process and open to buy criteria.

1970-2002

SEARS HOLDING COMPANY, Chicago, Ill Vice President, Store Operations, Troy, Michigan

Overall accountability for store execution and communication of corporate programs, 7.2 billion expense budget, loss control, new business concepts, capital improvements, store P&L, financial planning and budgeting, corporate procurement, store systems support, store design and construction and facility management. Accomplishments included:

- Designed and created unique and effective store payroll budgets based on labor and SPLH standards that produced dramatic improvements in customer service and enhanced productivity.
- Restructured and improved processes in construction, facility maintenance and store design divisions resulting in a 53% reduction in overhead cost, 11% reduction in energy costs and 23% reduction in casualty claims.
- Developed, managed and executed new store designs and fixtures which produced improved merchandise flow, associate productivity and enhanced customer service.
- Coordinated and prioritized communication from corporate headquarters to field management and stores focusing on sales, profit and productivity.
- Researched and developed innovative new business concepts resulting in corporate wide rollout with net profit contribution in excess of \$200 million.
- Achieved 98% merchandise instock position through increased unit integrity awareness and developed detailed checking procedures at store level.
- Spearheaded the development of interactive distance learning (IDL) computer based training programs designed for store operations and was successfully utilized by over 200,000 associates and field staff.
- Dramatically reduced inventory shrinkage by 28% through developing inventory financial analysis, system enhancements and increasing corporate awareness.
- Achieved 71 consecutive reporting periods at or less than store financial expense plan by initiating defined labor policies and budgeting processes; saved actual expense dollars vs. budget through consistent and innovative cost and risk avoidance programs and productivity enhancements totaling \$610 million.

EXPERIENCE

1996-1997

Kmart, Troy, Michigan
Director, Store Operations

Developed and executed corporate sales and marketing strategies designed to drive sales and improve field execution. Accomplishments included:

- Created a robust mainframe budgeting model that was utilized to plan an annual expense budget of \$6.8 billion for 2,120 stores by 180 expense accounts by month by store.
- Reduced capital expenditures through development and implementation of cost-effective preventative maintenance inspection programs (PMO).
- Redesigned and structured store and corporate P&L reporting to break out sales, margin and expense at the category level.

1995-1996

Kmart, Troy, Michigan
Director, Sales and Marketing

Directed financial and operational teams focused on store planning, budgeting, forecasting, payroll and procurement. Accomplishments include:

- Interfaced with merchandise divisions and store operations to create sales and marketing strategies.
- Interfaced and managed store, design and construction teams to develop and execute innovative new store designs and merchandise flow.

1970-1995

Kmart, Western Region
Various Management positions

- Regional Manager 68 stores, District Manager 13 stores, Store Manager