



Xenia Guilbert

GENERAL MANAGER

DIRECTOR - BUSINESS DEVELOPMENT RUSSIA & CIS

BACKGROUND SUMMARY:

Executive with extensive experience in opening industrial markets in Russia and CIS. Competent in creation and management of subsidiaries, partnerships and networks, with proven results. Expert in Multicultural communication. Experience in the initiation, monitoring, implementation and management of a wide number of projects in the Russian and CIS markets.

EXPERIENCE

- Current: Senior Executive, ERG Europe
- Founder and Business Development Advisor with IDC, Paris
- Transition Manager for President of an international group in a turnaround of their Russian subsidiary (name withheld due to confidentiality)
- Operational Consultant with P&L responsibility and Head of Sales for Russia and CIS : Tyco Thermal Controls, USA + global
- Business Development Manager Russia and Soviet Union: Raychem Corporation, USA + global

KEY COMPETENCES

- Opening from scratch of industrial markets for innovative technologies and technical solutions in Russia and CIS
- Team and people leader, federator around a project
- Creation of sustainable relationships with key decision makers, customers, investors, regional and public sector bodies.
- Business Development et multicultural change Management (implementation of a strategy, operating processes, and communication)

ACADEMICS AND LANGUAGES:

- MGIMO (University of International Affairs, Moscow), Master in International Private Law and International Affairs (equivalent to ENA - Sciences Po in France)
- License « Russian language and Soviet Civilizations », Sorbonne - Paris IV
- Trilingual French - English - Russian (mother language)

PROFESSIONAL BACKGROUND :

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| • International Direct Contacts Ltd | Paris - Russia | 1995-2011 |
| • MPI | Paris - Moscow | 2006-2007 |
| • Tyco Thermal Controls | Paris - Moscow
Russia and CIS | 1999-2005 |
| • Raychem Corporation | USA - Europe
Moscou and Soviet Union | 1988-1999 |
| • CLECIM (Creusot Loire Group) | Courbevoie - Russia | 1985 - 1988 |
| • Wean-Damiron | Paris - Moscow | 1978 - 1985 |