

SAM SMITH

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SENIOR-LEVEL NATIONAL AND GLOBAL SALES MANAGEMENT PROFESSIONAL

Operational Reorganization & Revitalization/Tactical & Strategic Planning/Talent & Leadership Development

EXECUTIVE SUMMARY

A results-driven V.P. of Sales with a consistent track record in identifying and capturing new business, establishing and nurturing strong client relationships, meeting and exceeding key organizational objectives, and successfully directing high-performance teams across geographically dispersed locations within large, multi-million and billion dollar global organizations. Skilled presenter, motivator, and negotiator adept in creating unique approaches and programs that drive business growth, increase productivity, and deliver strong, measurable, and sustainable results. A catalyst for positive change with a proven ability to develop constructive relationships with a broad and diverse group of cross-functional business partners, influence key internal/external stakeholders, and establish a cooperative climate across multiple departments/divisions. Highly developed interpersonal, organizational, analytical, time, territory, and account management skills. Exceptional written, oral, and technical aptitude. Extensive SAAS, HCM, and CRM implementation experience.

CORE COMPETENCIES

- *Sales/Business Development*
- *Alliance/Partnership-Building*
- *Contract/Price Negotiation*
- *Virtual Team Supervision*
- *Presentations/Public Speaking*
- *Strategic & Solution Selling*
- *Volume/Market Share Growth*
- *Pipeline Management/Control*
- *Policy Creation & Enforcement*
- *New Product Introduction*
- *Budget/Resource Administration*
- *Process Reconstruction/Innovation*
- *Sales Training/Coaching/Mentoring*
- *Talent/Leadership Development*
- *Trend Assessment & Forecasting*

EDUCATION

B.B.A in Management, Industrial Relations, and Organizational Behavior - Temple University, Philadelphia, PA
Diploma in International Business (1 Year Program) - The Netherlands School of Business, Breukelen, Holland

PROFESSIONAL DEVELOPMENT/SPECIALIZED TRAINING

- CRM Tools (Sales System Administration for Both Salesforce.com and ZOHO CRM Products)
- Demo to Win Methodology: Consultative Sales ▪ Solution Selling ▪ Strategic Selling

PROFESSIONAL EXPERIENCE

ABC Company

Any Town, USA

May 2002 - Apr. 2011

Vice President of Sales

Maintained direct responsibility for six (6) branch offices with six (6) Sales Representatives, two (2) Telemarketers, and one (1) Sales Engineer throughout North America for a leading Software-As-A-Service (SAAS) provider of Human Capital Management (HCM) software including on-boarding and applicant and performance management solutions (ABC Company was acquired by ABC Inc., the leading provider of on-demand talent management solutions, in April 2011). Scope of responsibility included sales, operations, strategic planning, budgeting, HR, and employee development.

- Established tactical direction for the sales team and successfully refocused product sales from search firms to small to enterprise-sized corporate organizations; supplied sales support structure via formal technical, consulting, and sales management guidance.
- Involved with all key HR issues including promotions, performance reviews, raises, termination, and accountability for a nationwide sales force; determined compensation plans and recruited, interviewed, hired, and trained employees.
- Tasked with growing gross sales and creating and managing the sales process; developed new sales channels, established vendor relationships, and negotiated and administered contracts.
- Formed a business development team to groom sales leads into opportunities; established lucrative third-party revenue generating business relationships with CoAdvantage, Sterling Testing, Walton Management Systems, Acxiom, Indeed, infoGIST, and Infomart.
- Provided product input and participated in continued product development initiatives in order to pursue and acquire applicant management, onboarding, and performance management markets.

PROFESSIONAL EXPERIENCE (CONTINUED)

Selected Accomplishments:

- Increased the average sale by 600% and helped grow the organization by 30% to 40% year-over-year, 2002 - 2009.
- Conceptualized and launched Sales 2.0, a low cost, hybrid inside/outside sales team servicing small, medium, and enterprise-size organizations.
- Implemented web-based sales techniques which reduced the number of onsite sales presentations and automated the sales process by implementing Salesforce.com.
- Created and deployed a new contract process which discontinued month-to-month agreements and payments.
- Developed a process, in conjunction with the V.P. of Marketing, employing the use of Leadlander, HubSpot, Vertical Response, Constant Contact, Google Analytics, Auralius, and HR Marketer to increase lead flow.
- Pursued and secured the successful purchase of ABC Company and established the sales organization.
- Introduced new sales channels through a number of large, reputable consulting firms including the Manpower Group.

ABC Company

Any Town, USA

Feb. 2000 - Apr. 2002

Sales Manager, Internet Products

Directed all sales/sales management functions throughout Northern California for ABC Company, which was eventually acquired by ABC Inc., one of the largest and most respected recruitment process outsourcing providers in the world.

- Mentored a staff of four (4) indirect reports; developed and delivered training and provided ongoing direction, coaching, and support.
- Developed, implemented, and monitored annual sales programs; created a customer-focused value added selling strategy.

Selected Accomplishments:

- Achieved 200% of plan within the first month of employment; maintained this level of production through the end of FY 2000.
- Earned all eligible bonuses and received Winners' Circle Club Honors, 2000.
- Generated the highest per sale average in the company during the first year of employment, 2000.
- Delivered four (4) sales seminars in four (4) cities with a combined total attendance in excess of 175 (100+ companies).

ABC Company

Any Town, USA

Jul. 1995 - Feb. 2000

Vice President, Sales & Marketing (Co-Owner)

Led all sales initiatives including new product introduction, volume/market share growth, and partnership development for a nationwide distributor of human resource and payroll software.

- Established and trained a nationwide sales force utilizing a systemized approach; created a collaborative and results-orientated environment, acted as a champion of sales staff training on processes and operating models, and provided ongoing technical and consulting expertise, support, and management.
- Built a cohesive staff through quality hiring, training, and retention practices in an effort to capitalize on sales potential and maximize bottom-line performance.
- Designed strategic business plans to improve performance for targeted growth in sales; established a marketing department, directed marketing campaigns, and spearheaded Sales Process and CRM Implementation.

Selected Accomplishments:

- Increased sales by 70%, 1997.
- Developed and implemented an aggressive growth strategy and formal sales structure; sold 150 new corporate customers in the first full year of business, 1996.
- Established nationwide user groups, 1997.

References Furnished Upon Request