

Building Stronger Products, Teams & Businesses

JOANNE KARAMPESINI

FRACTIONAL PRODUCT & BUSINESS
TRANSFORMATION PARTNER

*Transforming product organizations,
sourcing ecosystems and commercial performance
into measurable business growth.*



25+

YEARS
EXPERIENCE



€53.7M+

BUSINESS
EXPOSURE



10

MANUFACTURING
COUNTRIES



11

DIRECT REPORTS
MANAGED

STRATEGY. EXECUTION. IMPACT.



PRODUCT
DEVELOPMENT



SOURCING
STRATEGY



MANUFACTURING
EXCELLENCE



COMMERCIAL
PERFORMANCE



ORGANIZATIONAL
TRANSFORMATION



*Building stronger products,
teams and businesses.*

Joanne Karampesini

Fractional Product & Business Transformation Partner

JOANNE KARAMPESINI

FRACTIONAL PRODUCT & BUSINESS
TRANSFORMATION PARTNER

*Helping fashion brands scale through
better decisions, stronger systems
and disciplined execution.*



PRODUCT
DEVELOPMENT



GLOBAL
SOURCING



OPERATIONAL
TRANSFORMATION



COMMERCIAL
PERFORMANCE



BRAND
GROWTH

25+ YEARS OF FASHION BUSINESS TRANSFORMATION | STRATEGY. EXECUTION. IMPACT.



JK

STRATEGY.
EXECUTION.
IMPACT.



“

I turn strategy into measurable impact through disciplined execution and strong product leadership.

EXECUTIVE PROFILE

EXPERIENCE SNAPSHOT

25+ years of international experience in product leadership, sourcing, operations and commercial performance across fashion & lifestyle brands.



25+

YEARS
of Experience



€53.7M

LARGEST BUSINESS
SUPPORTED
(Annual Turnover)



€12M

ANNUAL PURCHASING
RESPONSIBILITY



10

MANUFACTURING
COUNTRIES
Across 3 Continents



11

DIRECT REPORTS
Leading multidisciplinary
product & creative teams

WHO I AM

I partner with fashion brands to build stronger products, smarter operations and healthier businesses. My approach combines strategic thinking with hands-on execution to deliver sustainable growth and long-term impact.



WHAT DEFINES ME

- ✓ Strategic thinker with commercial focus
- ✓ Hands-on leader and problem solver
- ✓ Strong in product, sourcing and operations
- ✓ Data-driven with a people-first mindset
- ✓ Committed to ethical, sustainable growth



STRATEGIC
THINKER



HANDS-ON
LEADER



PEOPLE
DEVELOPER



RESULTS
DRIVEN



SUSTAINABILITY
FOCUSED

JK

STRATEGY.
EXECUTION.
IMPACT.

WHAT I BELIEVE

“ Strong brands are built when creativity, execution and commercial performance operate as **one system**. ”

My role is to bring alignment, build the right structures and lead with clarity and discipline to turn strategy into measurable, sustainable business impact.



ALIGNMENT

Bringing clarity and focus to strategy and goals.



STRUCTURE

Building strong operating models and processes.



EXECUTION

Driving disciplined implementation and accountability.



PERFORMANCE

Delivering measurable results and sustainable growth.



IMPACT

Creating long-term value for brands and people.



I PARTNER WITH FASHION BRANDS TO BUILD STRONGER BUSINESSES THROUGH STRATEGY, STRUCTURE AND COMMERCIAL DISCIPLINE.

Joanne Karampesini

Most fashion brands do not suffer from a lack of creativity.
They suffer from operational complexity,
poor commercial discipline and slow decision-making.

01



DELAYED COLLECTIONS

Product development cycles become longer than necessary due to complexity, poor planning and lack of accountability.



Result

Late market entry, lost sales opportunities and operational pressure.

02



UNBALANCED COLLECTION ARCHITECTURE

Too many styles, fabrics and categories create unnecessary development costs and inventory risk.



Result

Higher investment with lower commercial efficiency.

03



SUPPLIER DEPENDENCY

Over-reliance on a limited supplier base reduces flexibility and increases sourcing risk.



Result

Production bottlenecks, pricing pressure and reduced responsiveness.

04



INVENTORY EXPOSURE

Stock accumulates due to weak product planning and poor commercial alignment.



Result

Cashflow pressure, markdowns and margin erosion.

05



MISALIGNED COMMERCIAL DECISIONS

Commercial targets, sourcing capabilities and product strategy often operate independently.



Result

Reduced profitability and slower business growth.



These challenges impact margins, slow growth and create unnecessary risk.

My role is to identify the root causes and build systems that create lasting impact.



DIAGNOSE

Understand where the business stands today.



PRIORITIZE

Identify what matters most.



IMPACT

Drive measurable improvement.

The Three Indicators I Review First

BEFORE I MAKE ANY RECOMMENDATIONS, I LOOK AT THREE THINGS.

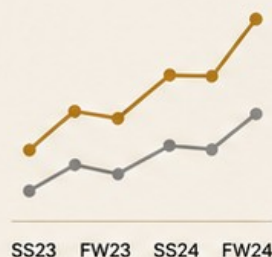
These indicators reveal the true health of the business and guide every decision we make together.

01 | GROSS MARGIN PERFORMANCE

I analyze like-for-like gross margin evolution across categories, seasons, and product groups.

WHAT I LOOK AT

- Like-for-like margin %
- Margin by category
- Margin by product group
- Season vs. last season
- Price realization
- Cost trend vs. plan



WHY IT MATTERS

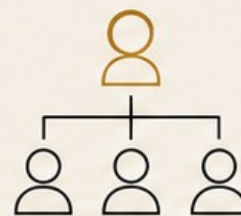
Margin is the ultimate result of all product, sourcing and commercial decisions.

02 | PRODUCT & PRODUCTION ORGANIZATION

I evaluate whether the team structure, roles and processes enable speed, accountability and commercial focus.

WHAT I LOOK AT

- Team structure & roles
- Decision flow
- Workload & capacity
- Process efficiency
- Cross-functional collaboration
- Accountability



WHY IT MATTERS

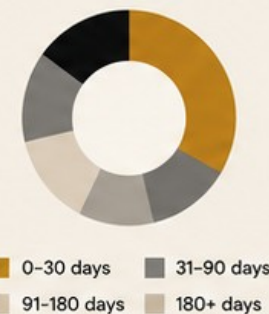
The right structure and processes create speed, clarity and better execution.

03 | INVENTORY EXPOSURE

I analyze stock by SKU, category and age to identify risk, inefficiencies and cash tied in inventory.

WHAT I LOOK AT

- Stock value by category
- Stock by SKU
- Ageing profile
- Weeks of cover
- Excess & slow-moving stock



WHY IT MATTERS

Inventory is cash. The right balance drives liquidity, flexibility and profitability.



Results come from the right strategy, strong execution and the ability to turn complexity into performance.



STRATEGY.
STRUCTURE.
EXECUTION.
IMPACT.

Key Achievements

A track record of driving measurable impact across product, sourcing, operations and commercial performance for global fashion brands.



€12M+

PURCHASES MANAGED

Managed annual purchases exceeding €12 million across multiple categories.



59%

GROSS MARGIN

Achieved gross margin up to 59% through product strategy and cost optimization.



43% → 65%

MARGIN IMPROVEMENT

Increased gross margin from 43% to 65% within one year through strategic actions and supplier optimization.



5+

NEW SOURCING COUNTRIES

Developed and onboarded new sourcing bases including Bangladesh, China, India, Turkey and more.



High Performing Teams

TEAM & PROCESS BUILDING

Built and led cross-functional teams, established roles, processes and performance culture.

SELECTED HIGHLIGHTS

WALK

FULL PRODUCT & SOURCING TRANSFORMATION



Transitioned production from Bulgaria to Asia.

Opened and developed the Bangladesh sourcing base.

Delivered significant cost savings and improved product quality.

BODYTALK

COMMERCIAL & PRODUCT PERFORMANCE



Increased gross margin from 43% to 65%.

Strengthened sourcing strategy and collection architecture.

Delivered measurable commercial impact.

GSA

VENDOR MANAGEMENT EXCELLENCE



Managed critical vendor relationships with a focus on service, quality and reliability.

Ensured operational continuity and high service levels.

LALIZAS

ORGANIZATIONAL TRANSFORMATION



Led departmental restructuring.

Defined new roles and processes.

Improved efficiency and accountability.

FOXTYL

SUSTAINABLE SUPPLY CHAIN DEVELOPMENT



Established sustainable sourcing criteria and processes.

Integrated sustainability into supplier selection and product development.



Every achievement is built on the same foundation:
STRATEGY + STRUCTURE + DISCIPLINE = RESULTS



Proven ability to turn strategy into measurable results across product, sourcing and operations.

ABOUT WALK

WALK is a leading Greek fashion brand with a strong retail presence.

At the time of our collaboration, the company needed to improve margins, modernize sourcing and strengthen product execution to support growth.

CASE STUDY

WALK

Full Product & Sourcing Transformation

STRONGER MARGINS. SMARTER SOURCING. BETTER EXECUTION.

We partnered with WALK to redesign product, sourcing and operational processes, creating a more agile, profitable and future-ready business.



KEY RESULTS



+22pp

GROSS MARGIN IMPROVEMENT

Achieved through product optimization and strategic sourcing initiatives.



€12M+

PURCHASES MANAGED

Full responsibility for all product categories and sourcing operations.



43% → 65%

LIKE-FOR-LIKE MARGIN

Significant improvement within one year through smarter commercial decisions.



3 → 1

PRODUCTION COUNTRIES

Reduced from three to one main country, increasing control, speed and consistency.



Cross-functional Transformation

PEOPLE & PROCESSES

Restructured teams, clarified roles and implemented stronger processes and accountability.

WHAT WE DID



PRODUCT STRATEGY

Optimized the collection structure, reduced complexity and focused on commercial priorities.



SOURCING TRANSFORMATION

Consolidated and restructured the supplier base, renegotiated terms and improved cost efficiency.



OPERATIONAL EXCELLENCE

Streamlined development processes and strengthened planning, coordination and follow-up.



ORGANIZATIONAL ALIGNMENT

Defined roles, improved communication and built accountability across teams.

THE IMPACT



Higher profitability through margin expansion and cost optimization.



Stronger product offer with better alignment to customer needs.



Faster time-to-market and improved responsiveness to commercial demands.



More agile operations with clearer processes and stronger execution.



This transformation was not just about numbers. It was about building a stronger foundation for sustainable growth.

By aligning product, sourcing and operations, we created a business that delivers better results every season.

Joanna Karampesini

PARTNER IN TRANSFORMATION



A transformation built on strategy, execution and teamwork delivering **measurable and lasting impact.**



STRATEGY



EXECUTION



TEAMWORK



RESULTS

BODY TALK

Commercial & Product Transformation

STRONGER MARGINS. CLEARER STRATEGY. SUSTAINABLE GROWTH.

We partnered with BODYTALK to improve product performance, strengthen sourcing strategy and drive measurable commercial results.

43% → 65%

GROSS MARGIN IMPROVEMENT



GLOBAL SOURCING EXPANSION

- Expanded supplier base to Pakistan, Bangladesh & Egypt
- Diversified risk and increased sourcing flexibility
- Built long-term strategic partnerships



PRODUCT ARCHITECTURE

- Collection simplification
- Style rationalization
- Better cost engineering & margin focus



TEAM & PROCESS TRANSFORMATION

- Department restructuring
- Faster development cycles
- Stronger cross-functional alignment



SUPPLIER STRATEGY

- Continuous vendor evaluation
- Cost optimization
- Quality improvement & operational flexibility

BODYTALK

THE ATHLEISURE MOVEMENT



MEASURABLE IMPACT

65%
GROSS MARGIN

Achieved within one year



3

NEW MANUFACTURING COUNTRIES

Pakistan, Bangladesh & Egypt



1

INTEGRATED PRODUCT TEAM

Cross-functional & accountable



FASTER

SAMPLE DEVELOPMENT

Reduced time to market

“

Margin improvement is rarely a sourcing issue alone. It is the result of product architecture, supplier strategy and organizational discipline working together.

Joanna Karampesini
PARTNER IN TRANSFORMATION

PRODUCT
ARCHITECTURE

+

SOURCING
STRATEGY

+

ORGANIZATIONAL
DISCIPLINE

=

SUSTAINABLE
PROFITABILITY

09

“

Strong partnerships built on trust, quality and shared success across borders.

”

GLOBAL MANUFACTURING & SOURCING NETWORK

Building resilient sourcing ecosystems across Europe, Asia and North Africa.

Over the course of my career, I have developed manufacturing capabilities, sourcing networks and supplier partnerships across multiple regions, helping brands improve flexibility, reduce dependency risk and strengthen commercial performance.



10

COUNTRIES

Global manufacturing and sourcing presence



3

CONTINENTS

Europe, Asia and North Africa



25+

YEARS EXPERIENCE

Building supplier relationships and manufacturing excellence



MULTI-CATEGORY EXPERTISE

Childrenswear, Activewear, Outerwear, Accessories

AREAS OF EXPERTISE



Supplier Development

Building long-term, high-performance partnerships.



Vendor Negotiation

Securing the best value, quality and lead times.



Factory Audits & Assessments

Ensuring compliance, quality and ethical standards.



Cost Engineering

Optimizing product costs without compromising quality.



Manufacturing Expansion

Developing new capabilities and production bases.



Quality & Compliance

Implementing strong quality systems and control processes.



Capacity Planning

Balancing capacity, production planning and delivery.



Strategic Sourcing

Creating resilient, agile and future-ready supply chains.

10

BUILDING PRODUCT ORGANIZATIONS THAT SCALE

Strong teams. Clear structure. Sustainable results.

Throughout my career, I have built, restructured and led multi-disciplinary product organizations that turn strategy into commercially successful collections and long-term growth.



11
DIRECT
REPORTS



4+
BRANDS &
BUSINESSES



25+
YEARS OF
EXPERIENCE

“

I build product organizations that align creativity, execution and commercial performance.

”

LEADERSHIP SNAPSHOT



11 DIRECT
REPORTS

Including:



Fashion Designers



Graphic Designers



Product Developers



Creative Directors



Quality Assurance (QA)



Packaging Development



Administrators

WHAT I BUILD



High Performing Teams

Recruiting, developing and empowering the right people with clarity, ownership and purpose.



Effective Structures

Designing roles, responsibilities and workflows that support speed, accountability and scale.



End-to-End Processes

Building start-to-end development processes that reduce lead times and improve hit rates.



Commercial Alignment

Connecting product decisions with margin, inventory, customer needs and brand positioning.



Capability Building

Developing people and systems that continue to perform long after implementation.

ORGANIZATIONAL TRANSFORMATIONS



GSA
EST. 1935

- Design team leadership
- Development center restructuring
- Bangladesh buying office establishment
- Teamsales manufacturing development



LALIZAS
Simply life saving

- Recruitment of a new design team
- Creation of a new product direction
- Transition from 3-layer collection structure to a new era



**BODY
TALK**

- Department restructuring
- Faster development response cycles
- Alignment between product and commercial needs



FOXTYL

- Product department setup
- Production department setup
- Supplier network expansion
- E-commerce development
- Creative direction support

LEADERSHIP PHILOSOPHY



The objective is not to become indispensable.

The objective is to build teams, systems and processes that remain effective and evolve long after I leave.

IMPACT DELIVERED



Faster
development
cycles



Stronger commercial
performance
& margins



Improved inventory
management
& sell-through



Engaged teams
with clear
accountability



Higher quality
products & brand
consistency



Scalable structures
ready for growth
and expansion



PEOPLE.
PROCESS.
PERFORMANCE.
SUSTAINABILITY.

This is how I create
lasting value.

11

“

Commercial excellence is not a department. It is the foundation of every decision we make.

COMMERCIAL PERFORMANCE FRAMEWORK

Decisions that drive profitability and growth.

I focus on the key business indicators that reveal the true health of the business and guide better decisions across product, sourcing, inventory and commercial performance.



€12M+

Annual Purchasing
Budget Managed



25+

Years of Experience

Across Product, Sourcing
and Commercial Functions



10

Countries

Sourcing & Manufacturing
Network

THE FOUR BUSINESS INDICATORS | REVIEW FIRST

01



GROSS MARGIN PERFORMANCE

How profitable is
the business really?

02



INVENTORY EXPOSURE

Where is cash trapped
inside the product
portfolio?

03



DEMAND PLANNING

Does purchasing
reflect actual
demand?

04



ORGANIZATIONAL CAPABILITY

Does the current structure
support business
growth?

TOOLS & EXPERTISE



Open To Buy
(OTB)



Buying Budget
Planning



Buying Cash Flow
Management



Department
Budgeting



Gross Margin
Analysis



Demand
Planning



Product
Planning



Inventory
Management



Sourcing
Strategy

FROM DATA TO BETTER DECISIONS



ANALYZE

Deep analysis
of data and
performance
indicators.

ALIGN

Align product,
financial and
operational
objectives.

DECIDE

Make informed,
commercially
sound
decisions.

DELIVER

Drive better
results and
sustainable
profitability.

CONTINUOUS IMPROVEMENT CYCLE

THE IMPACT



Improved profitability
and gross margin



Healthier inventory
and cash flow



Stronger alignment between
product and commercial teams



Faster, smarter
buying decisions



Sustainable growth
and scalability

12

“

I partner with businesses that value structure, commercial clarity and execution that delivers sustainable results.

Who I Work Best With.

I CREATE THE GREATEST IMPACT

The most successful partnerships are built with organizations that recognize the importance of structure, accountability and commercially driven decision-making.

I work best with brands that are committed to building stronger product systems, improving performance and creating sustainable long-term growth.



TYPICAL CHALLENGES

I AM MOST VALUABLE WHEN BRANDS ARE FACING CHALLENGES SUCH AS:

- ✓ Slow product development cycles
- ✓ Margin pressure
- ✓ Inventory accumulation
- ✓ Supplier dependency
- ✓ Inefficient sourcing structures
- ✓ Lack of alignment between product and commercial objectives
- ✓ Growth limitations caused by operational bottlenecks



NOT THE RIGHT FIT

- ✗ Early-stage startups
- ✗ Businesses operating without reliable data and reporting
- ✗ Organizations where all decisions depend on a single individual
- ✗ Brands looking exclusively for design services
- ✗ Companies unwilling to challenge existing structures and processes



WHAT CREATES SUCCESSFUL PARTNERSHIPS

- 📷 Transparency
- 👤 Accountability
- 📊 Data-Driven Decisions
- 🎯 Commercial Discipline
- 🕒 Long-Term Thinking
- 💖 Mutual Respect

IDEAL CLIENT PROFILE



Annual turnover above €1M



Existing commercial activity and proven market presence



ERP or structured business management systems



Product development and sourcing functions already in place



Leadership teams open to change and organizational development



Ambition to improve profitability, inventory performance and operational efficiency



I AM NOT TYPICALLY BROUGHT IN WHEN A BUSINESS NEEDS MORE IDEAS.



I AM BROUGHT IN WHEN A BUSINESS NEEDS BETTER EXECUTION, STRONGER SYSTEMS AND COMMERCIAL GROWTH.



STRONGER
TEAMS



BETTER
SYSTEMS



GREATER
PROFITABILITY



SUSTAINABLE
GROWTH

Innovation Laboratory.

Flowers & Leaves.

“

Entrepreneurship is the ultimate training ground. It forces you to understand every piece of the business.

Founded in 2015 as an independent circular fashion initiative focused on transforming waste materials into premium fashion products. A living example of innovation, circularity and entrepreneurial execution from concept to market.

WHAT IT DEMONSTRATES



CIRCULAR PRODUCT DEVELOPMENT

Designing products that give new life to waste materials.



SUSTAINABILITY AS A BUSINESS MODEL

Building a business where sustainability creates real value.



PRODUCT CREATION FROM WASTE STREAMS

Transforming industrial waste into desirable, high-quality products.



SUPPLIER COLLABORATION & MATERIAL INNOVATION

Developing new materials and working closely with suppliers to innovate.



BRAND BUILDING FROM CONCEPT TO MARKET

Creating a brand identity, collection and customer experience.



ENTREPRENEURIAL EXECUTION

Managing all aspects of the business with agility and focus.



FLOWERS
& LEAVES

CIRCULAR FASHION

EST. 2015



KEY INSIGHT

Creating a product is one challenge. Building a business around it is another.

Flowers & Leaves provided hands-on experience across product development, sourcing, branding, sales, exhibitions and business operations.



CONCEPT TO PRODUCT

Turning ideas into commercially viable products.



SOURCING & SUPPLY CHAIN

Finding the right materials and building reliable supplier relationships.



BRANDING & MARKETING

Creating brand identity, storytelling and go-to-market strategy.



SALES & DISTRIBUTION

Building sales channels and customer relationships.



EXHIBITIONS & NETWORKING

Presenting collections at trade shows and industry events.



BUSINESS OPERATIONS

Managing finances, pricing, operations and overall business performance.



REAL WORLD LEARNING

Running Flowers & Leaves gave me 360° understanding of what it takes to build a product, a brand and a business from the ground up — with limited resources and high standards.



RESILIENCE



AGILITY



FOCUS



COMMERCIAL ACUMEN



PURPOSE

Engagement Models.

Every business is unique. My engagement models are designed to provide the right level of support, expertise and leadership to achieve your strategic objectives.



FRACTIONAL LEADERSHIP

Long-term strategic partnership with embedded leadership and ownership.

- ✓ Product Strategy & Direction
- ✓ Team Leadership & Development
- ✓ Sourcing & Manufacturing
- ✓ Commercial Performance
- ✓ Organizational Transformation

 6-12+ MONTHS



PROJECT ENGAGEMENT

Focused projects with clear objectives, timelines and deliverables.

- ✓ Product Development
- ✓ Sourcing & Cost Optimization
- ✓ Inventory & Margin Improvement
- ✓ Organizational Restructuring
- ✓ Process & Systems Implementation

 4-6 MONTHS



ADVISORY PARTNERSHIP

Strategic guidance and expert advice to support your decision-making and growth.

- ✓ Strategic Advisory
- ✓ Commercial Performance Review
- ✓ Market & Product Positioning
- ✓ Supplier Strategy
- ✓ Growth Planning

 ONGOING / FLEXIBLE



INTERIM MANAGEMENT

Step in, stabilize and lead during transitions or critical business periods.

- ✓ Interim Product / Operations Lead
- ✓ Turnaround Support
- ✓ Change Management
- ✓ Team Stabilization
- ✓ Performance Improvement

 AS NEEDED



HOW WE WORK TOGETHER



01. DISCOVER

Understand your business, challenges and objectives.



02. ALIGN

Define priorities, scope and success metrics together.



03. EXECUTE

Implement strategies with focus, transparency and collaboration.



04. DELIVER

Achieve measurable results and sustainable improvements.



05. EVOLVE

Continuously refine and scale for long-term growth.

WHAT YOU CAN EXPECT



Practical strategies with real business impact.



Clear communication and full transparency.



A true partner invested in your success.



Sustainable results that create long-term value.

DESIGNED FOR IMPACT. FOCUSED ON RESULTS.



ADAPTABLE
Models that fit your business and goals.



IMPACT DRIVEN
Focused on measurable results and value creation.



COLLABORATIVE
Working together as one extended team.



TRUSTED
Built on integrity, experience and accountability.



SCALABLE
Support that grows with your business.

15

“

The right
partnerships
create the
strongest
results.

”

STRATEGY. PRODUCT. PEOPLE. PERFORMANCE.

Let's build what matters.

If you are looking for a partner who brings clarity,
experience and commercially driven solutions,
I would love to connect.

Joanne Karampesini

FRACTIONAL PRODUCT & BUSINESS
TRANSFORMATION PARTNER



ikarampesini@gmail.com



+30 694 223 7720



linkedin.com/in/joanne-karampesini



Athens, Greece | Working Globally

THE VALUES I WORK BY



PURPOSE
Driven



CLARITY
Focused



COLLABORATION
Powered



RESULTS
Focused



SUSTAINABILITY
Embedded



RESPECT
Always



I help fashion and lifestyle brands create **better products,**
stronger organizations and **measurable growth.**

Let's create meaningful impact together.

SELECTED BRANDS & PROJECTS

Transforming products, organizations and commercial performance across multiple business environments.



ESTABLISHED BUSINESSES



- ✓ New Design Team Development
- ✓ Product Direction Transformation
- ✓ Collection Architecture Renewal



- ✓ Global Sourcing Expansion
- ✓ Gross Margin Improvement
- ✓ Department Restructuring
- ✓ Commercial Alignment



- ✓ Bangladesh Manufacturing Development
- ✓ Buying House Establishment
- ✓ Product Organization Development
- ✓ Teamsales Manufacturing Expansion



BUSINESS TRANSFORMATION PROJECTS



- ✓ Production Relocation Strategy
- ✓ Supplier Network Optimization
- ✓ Manufacturing Diversification
- ✓ Gross Margin Improvement



- ✓ Production Department Setup
- ✓ Product Development Structure
- ✓ Creative Direction
- ✓ E-commerce Development
- ✓ Business Operations



ENTREPRENEURIAL VENTURES



- ✓ Founder & Creative Director
- ✓ Circular Product Development
- ✓ International Exhibitions
- ✓ Brand Building
- ✓ Business Operations



€53.7M+

BUSINESS EXPOSURE

Across projects & organizations



10

MANUFACTURING COUNTRIES

Global production and sourcing network



25+

YEARS EXPERIENCE

In product, sourcing and business transformation



11

DIRECT REPORTS MANAGED

Cross-functional teams built and led

“

Building value at the intersection of product, people and performance. Driving sustainable growth that lasts.



PRODUCT



SOURCING



MANUFACTURING



COMMERCIAL PERFORMANCE



ORGANIZATIONAL TRANSFORMATION



Building stronger products, teams and businesses.

Joanne Karampesini

Fractional Product & Business Transformation Partner