

Nikos Peppas

Experienced executive with a strong track record in leading multinational and local companies of all sizes (both country and regional). I have built my career in the business consulting and software world, selling and delivering business solutions to large enterprises.

Deep knowledge and experience in BI, Analytics and AI solutions.

Performing best in complex and high-stake situations. Thoughtful, I see patterns where others see complexity and I create alternative ways to proceed. Competitive leader. Proven track record of turning situations around and starting up subsidiaries around SEE.

Establish and maintain effective links with relevant government departments, Prime Ministers included, local authorities, USA Embassy and American Chamber of Commerce along with major customers and key decision-makers. Executed many public speeches and representational appearances.

Unbiased, resilient and a straight forward decision maker. I believe in focusing on strengths to enhance individual's confidence and uncover what's best in people.

Five times "best place to work" awarded to build high performing teams, three times first place.

Work experience

Managing Partner

Aug 2020 - Present

Analytical View, Athens

Direct and control the work and resources of the company and ensure the recruitment and retention of the required numbers and types of well-motivated, trained and developed staff to ensure that it achieves its mission and objectives.

Prepare annual business plan and monitor and calibrate progress against these plans to ensure that the company attains its objectives as cost-effectively and efficiently as possible.

Provide strategic advice and guidance to the management Team members,

Prepare and monitor the implementation of the annual budget to ensure that budget targets are met, that revenue flows are maximized and that fixed costs are minimized,

Develop and maintain an effective marketing and public relations strategy to promote the business solutions, services and image of the company,

Represent the company in negotiations with customers, suppliers, government departments and other key contacts to secure for it the most effective contract terms.

Country Manager - Greece & South East Europe

May 2017 - Aug 2020

SAS SA, Athens

As Country Manager for Greece, Cyprus, Bulgaria, Romania, Ukraine and Adriatics (SEE) I was leading all operations to ensure the growth and profitability of the company's subsidiaries.

Responsible to prepare with all functions like Sales, Presales, Sales Operations, Consulting Services, Marketing, Finance and Contracts the Business Plan and Quarter Business Reviews.

Awarded Forecast Accuracy. Sales Operations and Company's Digital Transformation sponsor Recruiting, monitoring performance at all levels and scheduling training as required.

Implementing an effective brand strategy throughout marketing and sales activities. Building professional relationships with clients. Annual Staff appraisal and salaries reviews.

Extensively reorganized Romania, Ukraine and Adriatics Region, led to growth.

Delivered consequently every year growth and profitability at regional level.

Delivered many public speeches having good networking at executive level, local Governments included.

Member of American Chamber of Commerce in Athens having regional cooperation in Romania, Ukraine, Bulgaria and Cyprus, Close cooperation with US Embassy in Athens and at regional level. Cooperation with UK and Belgium Embassies, too. Member of Amcham Technology Steering Committee in Athens.

Country Manager - Greece - Cyprus - Bulgaria

Jul 2006 - Apr 2017

SAS SA, Athens

As Country Manager for Greece, Cyprus, Bulgaria, I was leading all operations to ensure the growth and profitability of the company's subsidiaries. Responsible to prepare with all functions like Sales, Presales, Sales Operations, Consulting Services, Marketing, Finance and Contracts the Business Plan and Quarter Business Reviews. Awarded Forecast Accuracy.

Recruiting, monitoring performance at all levels and scheduling training as required.

Implementing an effective brand strategy throughout marketing and sales activities. Building professional relationships with clients. Annual Staff appraisal and salaries reviews.

Reorganized Greece and established business in Cyprus and Bulgaria. Set up regional partner network.

Delivered consequently every year growth and profitability at regional level. Five times Best Place to Work.

Delivered many public speeches having good networking at executive level, local Governments included.

Member of American Chamber of Commerce in Athens having regional cooperation in Bulgaria and Cyprus, Close cooperation with US Embassy in Athens and at regional level. Cooperation with UK and Belgium Embassies, too. Member of Amcham Technology Steering Committee in Athens.

Regional Sales Director

Dec 2000 - Dec 2005

Atos Origin - Schlumberger - Sema, Athens

Focus on expanding the installed base and on winning new business in Greece, Cyprus and Monte Negro in the Market Segment of Telecommunications

- Establish and implement the cooperation with global and regional strategic partners (Systems Integrators).· Co-ordinate Account Management for Vodafone (Greece and member of Global Account Team), Tellas (Greece), TIM (Greece), Promonte GSM (Monte Negro), Telecom Montenegro, Globul (Bulgaria), Cosmote (Greece and FYROM), and CYTA Cyprus.
- Involved in all aspects of sales cycle including conception of solution, proposals, technical work shops, commercial, legal and contract negotiations.
- Sales target Achievements:Year 2001 (14 million Euros)Year 2002 (12 million Euros)Year 2003 (8 million Euros)

Country Sales Manager - Private Sector

Jan 1997 - Nov 2000

Relational Technology SA, Athens

Country Sales Manager (BUSINESS OBJECTS - SYBASE)· Set up Sales Strategy,· Establish personal relationships with Customers as required and meeting Customer contact objectives in the Account Plan· Develop Business Cases for new business opportunities and meet new opportunity targets in the Account Plan. · Ability to recognize/identify opportunities in the Customers network.· Set up VAR's Network in Greece and Cyprus· Set up synergies with major System Integration companies in the Greek Market for Private and Public Sector projects.Solutions :· Vertical solutions for Telecommunications,· Solutions in Business Intelligence, Mobile Computing, Enterprise Portals and e-Business (BUSINESS OBJECTS, SYBASE)· Data Warehouse solutions.Markets Covered :· Banking Sector,· Public Sector,· Telco Operators,· Top 500 industries,· Private Sector· Greek Army

Managing Director

Jun 1986 - Dec 1996

Datalink (N. Peppas Ltd), Athens

Software development of customized solutions for Small and Medium Business along with Hardware selling. Delivery of European Union Educational Programs to Municipalities.

Education and Qualifications

Bachelor of Science

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The American College of Greece, Athens

Major : Computers Information Systems (CIS)

