



by
Hunt Executive Search

CONSUMER PRODUCTS EDITION

Q1 Report
April 2019

"A" Player Human Capital LeaderShift Insights

FEATURES

LeaderShift Articles

Four Imperatives to Create Value at Every Level: LeaderShift 2020



Amongst the countless variables that determine success on the job, the least differentiating is your technical or functional competence. Talent management, building and maintaining an all "A" player dream team, is by far the #1 most important of the top ten macro measures. Foundational to everything are four key imperatives for leaders in our current environment. Whether you're an executive in a multi-national or a middle market PE portfolio company, these imperatives dovetail with the changes sweeping through all organizations today. Let's look at the four imperatives and why they must be addressed.

[>>LeaderShift 2020 - Four Imperatives to Value Creation: Click to Read>>>](#)

Getting on Your First Board: 12 Steps

People on the Move



Mark Clouse appointed CEO of **Campbell Soup**. Mark was with **Pinnacle Foods, Mondelez** and **Kraft**.

Unilever hires **Sunny Jain** to succeed **Alan Jope**, who was promoted to CEO. Sunny was with **Amazon** and a **P&G** alum.

[More People on the Move >>>>](#)

Industry News



Nearly 70% of 2018 PE buyouts were add-ons according to Pitchbook. VC's invested >\$3B in the US consumer space and had 20% more middle market deals.

[More Industry News >>>>](#)

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**Hunt Executive Search
Video Introduction**

Finding your first Board seat is the right step in truly accelerating your Directorship career. Recognize your experience for what it is and how it maps to the current marketplace, with the proper credentials and record of accomplishments as absolute prerequisites for consideration.

[>>How to Get on Your First Board: Click to Read>>>](#)

Watch for our new *LeaderShift Architect* and *Enterprise GPS* series, where we'll break down how we separate the wheat from the chaff, level by level, functional by function, across multi-national and middle market PE portfolio companies.

[Intellectual Capital page>>>](#)



People on the Move

Unilever hired **Sunny Jain** from **Amazon** to succeed **Alan Jope**, who was promoted to CEO. Sunny is also a **P&G** alum.

Greg Shearson joined **Ancient Nutrition** as CEO. He was at **Merrick, Jarden, PepsiCo,** and **P&G.**

Entrinsic Health (ground breaking gut health & hydration) recruits **Joe Del Regno** as CMO and **Chet Baker** as SVP Corporate

Mark Alexander joined fast growing **Icelandic Provisions**, as CEO. He was at **Campbell Soup.**

Erich Fritz joined **B&G Foods** as chief supply chain officer. He was at **Ocean Spray, POM Wonderful, Naked Juice, Michael Foods,** and **Nabisco.**

Gehl Foods recruited **Craig Lemieux** as CEO and **Alexandra**

Mark Clouse joined **Campbell Soup** as CEO. He was at **Pinnacle Foods, Mondelez,** and **Kraft.**

Chris Hamilton is now the CEO of **Red Collar Pet Foods.** He was at **Mars.**

Mike Barkley joined **KIND** as president and COO. He was at **Pinnacle Foods, Campbell Soup, J&J,** and **Bristol-Myers Squibb.**

Development. Joe was with **Welch's, ConAgra and General Mills**. Chet was with **Ocean Spray** and **Abbott Nutrition**.

Huda Beauty hired **Laurent Mialhe** as chief supply chain officer and **Pierre-Etienne Bureau** as CFO. Laurent is from **Shiseido, Fareva, Coty, LVMH** and **P&G**. Pierre is from **Make Up For Ever**.

Vikram Agarwal joined **Avon Products** as chief supply chain officer. He was at **Unilever**.

Burriss Logistics recruited **John Hummel** as President - Custom Distribution. He was with **UNFI** and **Reinhardt Foods**.

David Berk joined **Gryphon Investors** portfolio company **Milani Cosmetics** as CFO. He was at **L'Oreal**.

GS1 global office hired **Robyn Burke** as VP HR. She was with SaaS & pro services companies **AHM/IQVIA** and **EXL**.

Paula's Choice (TA Associates portfolio company) hired **Livia Toanco** to head supply chain planning and purchasing. She was with **Derma E** and **Anastasia Beverly Hills**.

Scott LaPorta joined **GT's Kombucha** as president. He was with **Neurobrands** and **Bolthouse Farms**.

Kerr as COO. Both worked at **Treehouse Foods**.

Guy & O'Neil recruits **Erin McKone** as CFO. She was with **Brynwood Partners** and **Back to Nature Foods**.

Kite Hill (plant-based dairy alternatives) appoints **Stewart Townsend** to head R&D and **Josh Franks** to head Supply Chain. They are from **Danone** and **Just Food for Pets** respectively.

Harlan Kent joined **Pure Fishing** as CEO. He was with **Yankee Candle** and **Campbell Soup**.

Robert Schaeffler joined **DevaCurl** as CEO. He was at **Henkel** and **Unilever**.

Scott Uzzell joined **Nike** as the CEO of **Converse**. He was at **Coca-Cola** after starting at **P&G** and **Nabisco**.

Maria Dempsey joined **Nest Fragrances** as CEO. She was with **Crabtree & Evelyn** and **L'Oreal**.

The Wonderful Company hired **Ed Sutter** as SVP Supply Chain & Mfg (Luxury Beverage). Ed was with **GSK Consumer Health** and **Coca-Cola**. The company also recruited **Steven Batiste** to head Transportation and **Dan Nail** to head Distribution.

John Cochran joined **Harvest Health & Recreation**, a publicly-traded cannabis grower and retailer, as COO. He was at

Steve Van Tassel joined **YumEarth** as CEO. He was at **Weetabix, Post Holdings** and **Kraft/Nabisco**.

Doug Gillespie joined **Aden + Anais** (baby products) as CEO. He was at **Harvest Hill Beverages, Jarden, Munchkin, Brown-Forman**, and **Frito-Lay**.

Noel Geoffroy joined **Sanofi** as head of their North American consumer healthcare (Allegra, Gold Bond, Icy Hot, etc.). She was at **Kellogg, Heinz**, and **P&G**.

Dave Eisen joined vegan snack maker **Plant Snacks** as CEO. He was at **Welch's, Schwan's**, and **General Mills**.

Rob Ruegger joined **Kainos Capital** as an operating partner. He was at **Gehl Foods** and **TreeHouse Foods**.

Bryan Welsh joined **SodaStream** as GM of the US business. He was at **PepsiCo**.

Arif Dar joined grocery distributor **SpartanNash** as CIO. Arif was with **SC Johnson**.

Gustavo Arnal joined **Avon Products** as CFO. He was at **Walgreens Boots Alliance** and **P&G**.

Wayne Lutomski joined **Uno Foods** (frozen pizza) as president. He was at **Welch's, Just Born**, and **PepsiCo**.

Scott Moffitt joined **Danone** as president of coffee creamers and beverages. He was at **Keurig, Nintendo, Henkel, and PepsiCo.**

Paul de Castro will join **Mars Petcare** as CFO.

Colleen Flaherty joined **Sabra**, the hummus company, as EVP of sales. Her experience includes **Kellogg, Kraft Heinz, and PepsiCo.**

Melody Lee joined **Shiseido** as VP of brand development. She was at **Cadillac.**

Mike Atkins joined **Q Mixers** as EVP of retail. He was at **Nestlé Waters.**

Chris Peterson joined **Newell Brands** as CFO and the board of **BJ's**. He was at **Revlon and P&G.**

Brian Cornell was named non-executive chairman of **Yum! Brands**. He is the CEO of **Target** and was with **PepsiCo.**

Marla Daudelin joins board of **Network of Executive Women**. She is with **Frito-Lay.**

AB InBev appoints **Xiazhi Lu** and **Claudio Garcia** to board.

Mike Lorelli joined the board of **Cannabiniers**, makers of cannabis-infused beverages and **PepsiCo's** CEO.

Loudpack (also cannabis), **Ole Smoky Distillery, Pabst Brewing, and Fiji Water.**

Rebecca Messina joined **Uber** as CMO. She was at **Beam Suntory and Coca-Cola.**

Chris Finck joined **Dean Foods** as chief sales officer. He was at **TreeHouse, Sara Lee, Grupo Bimbo, PepsiCo, and Nestlé.**

Kory Marchisotto joined **ELF Beauty** as CMO. She was at **Shiseido.**

Gordon Dumesich joined pet food company **Nature's Variety** as chief growth officer. He was at **Hill's Pet Nutrition.**

Mark Cohen joined **YumEarth** as CFO. He was at **Something Sweet, Mineral Fusion, and Thule.**

Sarah Hofstetter and **Kurt Schmidt** joined the board of **Campbell Soup**. She is president of **Comscore** and he was CEO of **Blue Buffalo**. Both are affiliated with activist investor **Third Point.**

Irial Finan joined the board of **Fortune Brands** after retiring from **Coca-Cola.**

Indra Nooyi joined **Amazon's** board after recently retiring as **PepsiCo's** CEO.

Michelle St. Jacques joined **MillerCoors** as CMO. She was at **Kraft Heinz and Unilever.**

James Thompson joined **Avon** as chief beauty and brand officer. He was at **Diageo and Unilever.**

Ryan Malone joined **Sara Lee Frozen Bakery** as CMO. He was at **McCain Foods, Kellogg, Kraft, and Kronos Foods.**

Huda Beauty appoints **Clementine Raisin** SVP Marketing and **Susan Kimas** SVP Digital. They are from **Unilever** and **Benefit Cosmetics** respectively.

Cheryl Kennedy joined **Welch's** as chief HR officer. She was at **Hasbro.**

Tad Godsil joined **Ancient Nutrition** as CFO. He was at **Swanson Health Products, Performance Health, and Kellogg.**

Linda Kozlowski joins **Blue Apron** as their new CEO. She is from **Etsy and Evernote.**

Jacki Kelley joined the **Freshpet** board. She is the COO at **Bloomberg.**

Chris O'Leary joined the **Tupperware** board. He was with **General Mills and PepsiCo.**

other products. He was with **PepsiCo**.



Industry News

Kellogg sells Keebler cookie and snacks business to **Ferrero** for \$1.3B. **Lineage Logistics** acquires **Preferred Freezer** services supplanting **Americold** as the largest cold storage provider. **Kraft Heinz** bought keto/paleo company **Primal Kitchen** for \$200M.

Energizer buys auto care brands (Armor All and STP) from **Spectrum Brands** for \$1.25 billion. Plant-based burger and sausage company **Beyond Meat** filed for an IPO using the symbol BYND. **Unilever** acquired The **Vegetarian Butcher** and eco-friendly laundry brands **Laundress**.

Altria paid \$12.8 billion for 35% for e-cigarette maker **Juul** and \$1.8 billion for 45% of Canadian cannabis producer **Cronos**. **Procter & Gamble** bought fast growing organic feminine hygiene startup company **This is L** for \$100M. **Sazerac** acquired brands including Seagram's VO whisky, Myer's rum, Goldschlager, and Popov vodka from **Diageo** for \$550 million.

Newell Brands sold **Pure Fishing** to **Sycamore Partners** and **Jostens** to **Platinum Equity** for a total of \$2.5 billion. **Campbell Soup** sold **Garden of Eatin'** to **Swander Pace** sold Frozen Specialties to **Bellisio Foods**. **Fresh Gourmet** salsa to hummus maker **Fountain of Health**.

Swander Pace bought organic shelf-stable feeding tube make **Functional Formularies** and bread products company **Bäckerhaus Veit**. **Arbor Investments** owner of **Hampshire Pet** bought **Mars** private label pet food business and renamed it **Red Collar Pet Foods**. **Main Post Partners** invested in **DeMert Brands**, the company behind Not Your Mother's haircare products.

Gryphon Investors owner of **Milani Cosmetics** bought anti-aging skincare brand **RoC** from **J&J**. **H.I.G. Capital** bought **Lipari Foods** from **Sterling Investment Partners**. **L'occitane** bought **L Catterton** portfolio company **Elemes** for \$900M.



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