

Valerie Dejaeghere

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Strategy to Execution | Transformation | Connecting Leadership

Valerie is currently CEO at Qpinch, a cleantech scale up in Antwerp. Qpinch developed a technology to generate carbon neutral energy from industrial waste heat. Valerie joined Qpinch in 2022 in the position of Chief Operating Officer. In January 2023 she transitioned into the role of CEO. Prior to joining Qpinch, she spent 20+ years at ExxonMobil where she held several national and international management positions in Europe and USA, leading business units, developing global strategy and lead business transformation. Valerie participates in several initiatives to support career development and to promote inclusion and diversity.

Skill highlights

Experienced and result-driven business leader with track record in **strategy development to execution** and **managing business units** across different geographies, balancing short-term profitability and long-term **financial results**.

- Developed and implemented strategies resulting in business development, market entries, capital investments and divestments
- Led large organizations with full P&L responsibility - managing people, business, logistical assets and operational risks
- Experienced in maximizing integrated revenues across value chain - manufacturing, supply chain, trading, marketing, sales

Expertise in **transforming** organizations and **managing change** to implement company strategy, such as developing case for action, translating strategic objectives into organizational design, leading **digital transformation** and optimal use of limited resources.

- Managed global re-organization project with objective to enable business strategy, capture additional value, optimize work force, increase accountability. Delivered new organization design, change management plan and implementation roadmap
- Transformed organization from business unit to value chain structure. Implemented new business model. Achieved cost and head-count reduction target through digital transformation, end-to-end process optimization and off-shoring activities to lower cost locations

Authentic leader promoting **collaboration**, diversity, inclusion and **empowerment**. Ability to align stakeholders across all levels of the organization driving execution. Passionate about **developing people** to their full potential and creating high-performing teams.

- 15+ years experience leading cross-functional and virtual teams in Belgium, in USA, across Europe, Middle-East and globally
- Track record of building alignment amongst stakeholders at corporate and business level, to implement strategy, develop business, get capital budget, close commercial and labor agreements
- Led and contributed to numerous initiatives promoting diversity in/outside the company and supporting professional development

Strategy Development
Business Transformation
Change Management
Corporate Governance

Business Development
Business Acumen
Portfolio Management
Integrated Value Chains

P&L ownership
Value Proposition
Crisis, Incident Management
Sales, Marketing, Supply Chain

Connecting Leadership
Inclusion, Diversity and Collaboration
People and Leadership Development
Digital Transformation

Experience

Work History

22 years at ExxonMobil - executive career development track with increasingly complex roles towards senior executive leader

**Fuels Pricing, Transformation Manager
Europe Africa Middle East**

Jun 2020 - Jun 2021 | Brussels, Belgium

- Responsible for pricing strategies and revenues for all fuel products/segments in EAME - Retail, Wholesale, Asphalt, Aviation and Marine - with focus on bio/renewable components
- Designed and implemented future organization, digitally transformed and optimized end-to-end processes, off-shored activities to Budapest/India to realize ~30% headcount reduction

**Revenue and Transition Manager
US Mid-Atlantic Southeast**

Jan 2018 - May 2020 | Houston, USA

- Implemented transition from global business units to value chain structure - maximizing integrated revenues from crude trading, refining, logistics, product trading, marketing to sales, covering geography from Gulf Coast to New York, exports to LatAm, EU
- Led development of first US Gulf Coast strategy, delivered objectives and investments to develop business and secure profits across integrated value chain, ~70 stakeholders

**Strategy Development Manager
Europe Africa Middle-East, Asia-Pacific**

Jan 2015 - Jan 2018 | Houston, USA

- Developed Fuels & Lubes business strategies for EAME and AP, including country portfolio, market entry and business model studies for decision making at president or MC level
- Project manager for global Fuels & Lubes reorganization (5000+ people) - designing and staffing new organization, communication to European Works Council, roadmaps to long term targets and change management plan

**Wholesale Fuels Business Unit Manager
UK, Ireland, Egypt, Cyprus**

Jul 2013 - Dec 2014 | Brussels, Belgium

- Led country business unit teams managing and increasing earnings with \$5M, +~15% P&L
- Flawlessly led business through Cyprus' financial crisis, Egypt's Arab Spring and Ireland's divestment, transferring people, business, assets to new business owner

**Supply Chain Officer
Europe Africa Middle East**

Mar 2011 - Jul 2013 | Brussels, Belgium

- Led Polyolefins supply chain operations, optimized supply/demand, managed multi-cultural teams and ~400 Kton inventories between 6 manufacturing sites in Belgium, France and Saudi Arabia and global/EAME Polyolefins business
- Achieved 10+% working capital reduction during chemical industry 'bottom of cycle'

**Retail Operations Company Director
Belgium and Luxembourg**

Aug 2008 - Mar 2011 | Brussels

- Appointed Director of 4 legal entities covering ~250 retail stations in Belgium and Luxembourg, with direct responsibility over P&L and ~500 employees. Presided Works Councils/CPBW's, negotiated 3 Collective Labor Agreements, implemented 24/7 operations
- Led migration to new business model, from 'Company Owned' to 3rd party 'Wholesaler'

Convenience Retail Support Manager

Jul 2005-Jul 2008 | Washington DC, USA

- Global performance improvement/KPIs system, SAP information system in USA enabling automatic replenishment for ~1000 Retail stations

Financial Reporting, Retail Operations

Jul 1999-Jun 2005 | Netherlands, Belgium

- Financial reporting Benelux; "Esso Express" in France, Belgium, Netherlands, Finland; Motorway/Brussels Retail stations management and P&L ownership

"Prijs van de Minister van Buitenlandse Handel" - 1st Laureate

1998 - 1999 | Wash. DC, New York, USA

- Selected by KU Leuven to participate in Belgian Foreign Trade Board program
- Attached to the Belgian Consulates in New York and in Washington D.C., wrote paper on "Purchase policies of US department stores" to advise Belgian companies on export

Education

- **2022** - Vlerick Take The Lead in Sustainability Management (On-line) and European Women on Board C-Level Program (Hybrid)
- **2017** - Colombia Business School - Embedding Strategic Excellence, Executive Education Program (On-line)
- **2016** - Thunderbird School of Global Management - Advanced Leadership Program (Arizona, USA)
- **2013** - Thunderbird School of Global Management - General Leadership Program (Brussels, Belgium)
- **2008** - UNC Kenan-Flagler Business School - Enterprise Leadership Program (North Carolina, USA)
- **1998** - Masters in Applied Economics - Katholieke Universiteit Leuven (Leuven, Belgium)

Other - Experiences, Interests, Languages

- **Inclusion and Diversity** - Part of Women's Interest Network leadership at ExxonMobil; Focus on coaching and career development; Led the mentoring program for Downstream; Selected by ExxonMobil to participate in 2020 'Women's Forum for the Economy and Society' and to present at 2021 'Women's Society of Engineers' conference. Member of Women on Board and European Women on Boards since 2022
- **Volunteering** - Passionate about youth education and development, I deliver programs fostering work readiness, entrepreneurship and use of experiential learning to inspire students to dream big and reach their potential (Junior Achievement Houston, Brussels)
- **Languages** - Dutch - native; French, English - full professional proficiency; German - professional working proficiency