

Kirk W Leff
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Profile

I am a proven executive leader who focuses on servant leadership, team building, and teammate development in order to provide the desired results of the stakeholders while at the same time exceeding the expectations of those we serve. I enjoy writing “best practices”, implementing change management, expanding the breadth of services provided, developing result oriented financial plans, facilitating training development processes, and working with teammates to create pathways to their personal development and success.

Experience [McLane Company, Inc.](#) April 1989 - April 2018

Vice President Sales, Marketing and Business Development / McLane Company Grocery Distribution / Temple, TX 2016-2018

Responsible for sales and marketing solutions designed to inform existing customers of all McLane services as well as attract new customers to McLane Company. Worked with large national retailers to develop customized service processes to win their business for McLane Company. Member of the McLane Company Senior Staff and worked closely with Merchandising, Operations, Information Technology, Legal, and Accounting in all business aspects from new customer roll-outs to budgeting, and from training blueprints to service agreement execution. Over my career I secured over 14,500 customer locations with annual sales exceeding \$7 Billion.

Vice President Sales and Marketing / McLane Company Grocery Distribution / Temple, TX 2014-2016

Lead a 340 teammate sales organization covering all phases of McLane Grocery customer base (Mass Marketers, Wholesale Clubs, Drug Stores, Value Stores, Convenience Stores, Travel Plazas, Truck Stops, and the US Military). Responsible for an annual sales budget in excess of \$32 Billion. Realigned the sales structure to provide better customer access to all levels of the sales organization and save McLane Company \$3.5 Million annually. Implemented road maps of personal development for selected teammates recognized as future leaders within the organization.

Vice President Business Development / McLane Company Grocery Distribution / Temple, TX 2011-2014

Presented the concept of this position to the President of McLane Grocery and subsequently was awarded this newly created position at the end of 2010. Targeted new market opportunities for McLane Grocery. Acquired over \$3 billion in annualized new business during the three years in this role. Reworked the standard Distribution Service Agreement with Operations, Accounting, Merchandising, and Legal. Created sales tools for growing the APSW (average purchases per store per week) for all customers.

Division President / McLane Northeast / Baldwinsville, NY 2004-2010

Responsible for three business units: McLane Northeast, McLane Northeast Concord, and McLane Patriot staffed with over 1,200 teammates and providing service to customers in eleven states. Oversaw the full budget process. Reduced expenses per man-hour each year. Increased sales and profits each year. Improved retention from 68.3% to 87.9%. Trained and developed four future Division Presidents. Successfully spun off customers to two new McLane divisions (PA,NJ). Implemented a culture of safety which resulted in McLane Northeast reaching over 4.5 million hours worked without a lost time injury (a record that has not yet been matched by any McLane division). Served the community as a board member of the Upstate Foundation.

Division President / McLane Northwest / Tacoma, WA 2003-2004

Assessed the leadership team and made adjustments necessary to shift the division's hierarchy to a revised leadership organization as directed by the McLane Grocery President and my Regional Vice President. Implemented quality control processes that improved order quality by 14.81% and moved on time performance from 94.2% to 97.3%. Worked with corporate logistics and our landlord to design and begin construction on a new climate controlled distribution space.

Senior Vice President / McLane Northeast Concord / Contoocook, NH 2001-2003

Oversaw the start-up of a new distribution center. Worked with Division President, Operations, Human Resources, Transportation and Corporate Leaders to hire, orientate, train, develop a budget and launch service throughout New England. Developed relationships within the local and state government, the community, and law enforcement to ensure McLane was a welcomed and appreciated new employer.

Senior Vice President / McLane Western / Longmont, CO 2000-2001

Worked with Division President to develop and implement operational changes which included morale building events and techniques, restructuring the 24 hour operations schedule using a procedure he and I developed named "spin-the-clock" which later was implemented in all McLane divisions, and transitioning to a servant leadership approach to running the business.

Vice President of Distribution / McLane Suneast / Kissimmee, FL 1998-2000

A key career move designed to broaden my business acumen while at the same time maintaining a “tether” between my sales role and this one. The current VP of Distribution and I “switched” jobs. This course of action required us to meet weekly and rely on each other’s expertise to benefit our development in our new positions. Designed and implemented a “manpower planning tool” to better allocate staff to daily volume and minimize the need for overtime. This tool is still in place today, companywide. During this time, I learned that listening, resolution implementation, and involving the team in process improvement are key leadership skills that can be used in any leadership situation to build strong, productive, and focused teams.

Vice President of Sales / McLane Suneast / Kissimmee, FL 1994-1998

McLane was a relatively new entrant into the Florida marketplace. During my time as VP of Sales, through both new business and focused growth strategies with existing customers, we grew annual sales from \$600 Million to become the first McLane division to exceed \$1 Billion in annual sales. Established a critical to our success, relationship between sales, operations, and customer service. Promoted five teammates and hired one to the eight person sales team. Seven of which (one retiree) of which are still successful teammates of McLane today. Served as the chair of the Children’s Miracle Hospital annual fund raising effort. Turned it into an ongoing series of events throughout the year.

Retail Merchandising Services Manager / McLane Suneast / Kissimmee, FL 1992-1994

First McLane leadership opportunity, Oversaw a retail merchandising organization of 6 district leaders, 8 district managers, 4 reset teammates, and 125 retail merchandisers. Developed budget and strategic sales plans for all customers. Worked with manufacturers and brokers to promote their products resulting in sales and income growth for them, McLane, and our Customers. Implemented regional competition events, sales goal tracking, and team-building programs.

Area Sales Manager / McLane Suneast / Kissimmee, FL 1990-1992

Managed the budget, customer perception, and service to specific geographic customers. Coordinate needs and solutions with VP of Sales and division leadership.

Deli Fast Food Merchandiser / McLane Suneast / Kissimmee, FL 1989-1990

Introduced food service capabilities to our customers with a goal of increasing the drop size of each delivery and minimize the competitive impact of other suppliers.

ADDITIONAL EMPLOYMENT INCLUDES:

GOODING'S SUPERMARKETS 1984-1989 / PERKINS RESTAURANTS 1980-1984, WALT DISNEY'S MAGIC KINGDOM 1976-1980. Recently served as COO for Northland Church 8/18-7/21

Recent Personal Awards: 2018 Inductee New York Convenience Store Hall of Fame 2017 McLane Orion Award recognizing me for one of the best new business years in McLane 128 year history.

Education

University of Phoenix – BS Business Management, 2006

REFERENCES

Jim Curley - Retired President McLane Suneast 407-234-5908

Stuart Clark - Retired Sr. VP of Sales and Marketing McLane Company 254-613-4356

Mike Youngblood - Retired COO McLane Company 254-421-3318

Jennifer Keehbauch MD - Florida Hospital Winter Park, FL 407-646-7070

Eileen Pezzi - VP for Development, Upstate Medical University Syracuse, NY
315-464-7853

Jennifer Johnston - Human Resources Director City of Concord, NH 603-225-8535

Mickey Jamal - President & CEO CPD Energy New Paltz, NY 914-456-9214

Mitchell Rhodes - COO Gate Petroleum Jacksonville, FL 904-448-2997

Matt Heard - President/CEO of The Gathering USA, Founder and Principal of THRIVE
Colorado Springs, CO 719-499-9227