

Paul J.E. Weygers

Interim Plant, Operations & Supply Chain Executive

Nationality: Belgian

Location: B-2300 Turnhout

Contact: +32 476 93 32 33

Email: paul@leanvaluechain.be

LinkedIn: <https://www.linkedin.com/in/weygers>

Profile / Summary

Interim Plant, Operations and Supply Chain Executive with leadership experience in high volume food processing and industrial manufacturing. Worked directly with CEOs across production, procurement, planning, logistics and commercial execution.

Stabilises operations, identifies sources of margin loss and aligns teams around measurable priorities, adept at creating robust operational management and governance capability for rapidly growing organisations to protect operating margin, cashflow and profitability.

Experience includes an acquired poultry business unit producing more than 12,500 tonnes annually, a transition to profit centre status within six months and export growth from 400 to more than 1,000 tonnes per month.

Key skills / Methods

- Financial Planning & Analysis (FP&A)
- Budgets & Costs Management (OPEX)
- Reporting (Power BI)
- Toyota Production System (TPS)
- Value Stream Mapping (VSM)
- Activity Based Costing (ABC)
- Root Cause Analysis (RCA)
- Changeover Reduction (SMED)
- Production levelling (Heijunka)
- Sales & Operations Planning (S&OP)
- Change Execution (ADKAR & Mind the Gap)
- Capex Investments (NPV, IRR, ROA, WC, ...)
- Project Management (Prince2)
- Enterprise Value Map™, Deloitte (EVM)

Current Role / Status:

Interim Manager - Consultant: (Lean) Operations & Supply Chain, Change & Value Management
Immediate available for assignments in the European Union, 'preferable' in Flanders & South-Netherlands, from 2 till 5 days per week, short till medium term.

Selected Operational Achievements

Case 1. Van O Bel, Post Acquisition Integration & Profitability

Held operational and P&L responsibility for an acquired poultry processing business unit. Integrated production, procurement, planning, logistics and commercial execution, introduced activity-based costing to support volume decisions and rationalised product and packaging complexity. Improved production yield by 2 percentage points and brought the business unit to profit centre status within six months. Enterprise Value Drivers: Operating Margin, Asset Efficiency, Execution Capability.

Case 2. IPD, Production Scale Up & Export Growth

Aligned separator production planning, raw material sourcing, customer acquisition and export distribution around a near-commodity market strategy. Increased production and export volumes from approximately 400 to 1,000 tonnes per month, representing 150% volume growth, while adapting operational capacity and distribution to support expansion. Enterprise Value Drivers: Revenue Growth, Operating Margin, Execution Capability.

Case 3. Dossche Group, BU Gourmand, Commercial Growth & Margin Protection

Developed €900k in new retail and distribution business, with implementing EDLP strategy. Supported margin protection through sales and operations planning, export portfolio and pricing decisions and contract manufacturing arrangements. Improved inventory turnover and discontinued commercially ineffective initiatives to redirect resources towards higher-value opportunities. Enterprise Value Drivers: Revenue Growth, Operating Margin, Asset Efficiency.

Case 4. Parts & Components, Supply Chain Stability & Operational Performance

As Supply Chain Manager, Internal Logistics, and Management Team member, improved planning stability by introducing a frozen near-term master production schedule, reducing MRP nervousness and improving coordination between purchasing and manufacturing. Addressed painting process cycle time, quality and rework and improved OTIF as an operational performance indicator. Enterprise Value Drivers: Operating Margin, Asset Efficiency, Execution Capability.

Experience / Contract Summary

12/2025 to present: Interim Manager - Consultant: (Lean) Operations, Change & Value Management

12/2006 to 04/2008: Supply Chain Manager, MT-member, Internal Logistics, Parts & Components NV

08/2004 to 10/2006: Export Manager, BU Gourmand, Dossche Feed & Food NV

04/2002 to 08/2004: Manager Operations & Export, COO-level Responsibility, VAN O BEL NV, BU IPD

05/2000 to 04/2002: Export Manager, MDM Production & Supply Chain Responsibility, IPD NV

Earlier Position

10/2024 to present: Professional Re-entry & Executive Development

10/2008 to 10/2024: Career Break, Informal Caregiver & Professional Development

04/1993 to 02/2000: Managing Partner, CEO, Dalian Diamonds NV

Education / Qualifications

- Executive Master class Corporate Finance¹, 2026-27, Vlerick Business School
- Masterclass Change Management, 2025, Antwerp Management School
- Lean Black Belt³, 2025-26, Lean Academy
- Hoshin Kanri, 2026, Lean Academy
- Strategic Management², 2011, Prof. Strickland
- Operations Management², 2008, Prof. Barnett
- Industrial Engineering: module analysis, 2006-07, VIK
- ADKAR Change method, 2005, Prosci
- Executive Master class Supply Chain Management, 2005-06, Vlerick Business School
- Top-level negotiation, 2003, Vlerick Business School
- Telecommunication Electronics, 1985-88, SISO/P

¹ Electives: Venture Capital and Private Equity & Mastering Cost and Budgets

² Online Academic Education modules

³ training completed, certification pending

Languages

Dutch, native speaker

English, excellent: reading, writing & understanding

Recommendation

Vincent Vercruysse, Finance Director: "I worked with Paul for 2 years. 20 years later I can say he left a big impression on me. His extensive knowledge is impressive. He was also a very nice colleague who you could always turn to. Paul is an asset to every organization."