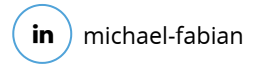




Michaël FABIAN
 Sales Leader | International Markets Expert | Building High-Performing Teams | Ex-TripAdvisor | Ex-Autodesk



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36 years old

For more details, check my online resume : www.michael-fabian.com

EXPERIENCES

Autodesk

Barcelona, Spain - 2023 to 2024 - 1 yr 7 mos



► Sales Manager - AEC | Benelux, DACH, CHS, and Poland

Dec 2023 - Sept 2024 · 10 mos

Led and developed a team of Account Executives across the Benelux, DACH, CHS, and Poland territories within the Architecture, Engineering, and Construction (AEC) industry.

- Expanded scope to include the Benelux region
- Supported the team in developing skills for strategic roles through account-based management
- ✓ Successfully built cultural expertise in these diverse markets
- ✓ Completed the "Selling to C-Level" program with success

► Sales Manager - AEC | France & Nordics

Mar 2023 - Nov 2023 · 9 mos

Managed a team of Account Executives covering the Nordics and France within the AEC industry.

- Onboarded new hires to contribute to FY24 team performance
- Adapted quickly to managing new teams and territories, fostering connections with key stakeholders
- ✓ Successfully transitioned between teams, developing cultural expertise in these regions

TheFork, a TripAdvisor company

Barcelona, Spain - 2018 to 2022 - 4 yrs 4 mos



► Sales Manager | France & Italy

Aug 2020 - Dec 2022 · 2 yrs 5 mos

Led a team of Inside Sales Representatives for the French and Italian markets.

- Unified and managed three different teams into a cohesive unit
- Coached UK and Milan-based Italian reps, supporting performance improvements
- Enhanced Salesforce processes in collaboration with the SalesOps team
- Implemented remote work and flexible hours with measurable success
- ✓ Successfully managed 11 Inside Sales Reps and 1 Team Leader
- ✓ Hired 9 reps for French and Italian teams.
- ✓ Maintained excellent results during the pandemic (FY21: 127% vs target)
- ✓ Gained in-depth knowledge of the Italian market, including cultural and operational nuances

SKILLS

Tools and Software

- Salesforce
- Altify
- Outreach
- Gong
- Microsoft Teams (Copilot)
- Mural

Professional Skills

- Leadership and team management
- Strategic thinking and market analysis
- Sales coaching and enablement
- Organization and process optimization
- Shadowing and mentorship
- Cultural expertise in various regions

Personal Skills

- Analytical skills
- Adaptability to diverse markets and teams
- Cross-cultural communication
- Interpersonal and coaching skills

LANGUAGES

- French Native
- English Fluent
- German Bilingual
- Spanish Elementary

▶ **Sales Manager | France**

Sep 2019 - Aug 2020 · 1 yr

Oversaw a team of Inside Sales Representatives dedicated to the Southern French market. I was responsible for recruiting, onboarding, and managing team performance, ensuring alignment with market priorities and company goals.

- Conducted career development planning, performance reviews, and productivity coaching
- Designed and implemented monitoring systems for key metrics such as pipeline status, conversion rates, and call statistics
- Implemented effective routines: weekly team meetings for results and motivation, and one-on-ones for performance and goal-setting
- ✓ Successfully managed 8 Inside Sales Representatives without a team leader
- ✓ Recruited and onboarded 10 representatives for both Northern and Southern regions
- ✓ Achieved a team performance rate of 117% within six months

▶ **Inside Sales Representative | France**

Sep 2018 - Aug 2019 · 1 yr

Focused on developing restaurant partnerships in France through proactive prospecting and targeted outreach.

- Built relationships with decision-makers via cold calling and email marketing
- Opened new market territories, including Clermont-Ferrand, Grenoble, and Saint-Étienne
- ✓ Top performer in France for 11 consecutive months, consistently surpassing targets by 35%
- ✓ Played a pivotal role in organizing the inaugural "TheFork Awards," connecting with Michelin-starred chefs

Syrah Medias

Bordeaux, France - 2013 to 2017 - 4 yrs 5 mos



▶ **Sales & Marketing Manager | AMER & EMEA**

Jan 2016 - Jun 2017 · 1 yr 6 mos

Supervised a team covering EMEA markets while organizing prestigious events.

- Managed PR, communication, and business development for Andreas Larsson (World's Best Sommelier 2007).
- ✓ Directed wine selection for the Cité du Vin wine cellar under a committee chaired by Michel Rolland

▶ **Sales Executive | AMER & EMEA**

Jan 2014 - Dec 2016 · 3 yrs

Organized wine-tasting events and spearheaded digital content campaigns.

- Expanded partnerships into new regions, including Greece, Hungary, South Africa and USA

▶ **Sales Executive | DACH**

Feb 2013 - Dec 2013 · 11 mos

Collaborated with wineries and wine unions to enhance their digital presence and organize events.

EDUCATION

WiSP (Wine & Spirit Campus), Bordeaux

WSET® Level 3 Award in Wines
2015

KEDGE Business School

MSc International Business

September 2010 to June 2012

Elective course: Operations Management (Focus on Wine Industry)

Université de Bordeaux

Bachelor's degree, Business and Marketing
Techniques

September 2007 to June 2010

Completed third year as part of a professional apprenticeship, combining academic coursework with hands-on experience in the field.