



Stefan Lammens dr. ir.

Senior Business Leader

Visionary international **leader** successfully **building strategies** and structures while turning problems into opportunities with **empathic leadership** and a **pragmatic, no-nonsense** style. Mastering strategy and business **development** over 25 years with **high-performing** and **multicultural** teams in the **wind energy industry** in a **B2B** environment.

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Education

Ph.D. Mechanical Engineering

KU Leuven | 1995
Summa cum laude

Postgraduate Business Administration

KU Leuven | 1992

Master Mechanical Engineering

KU Leuven | 1989

Languages

Dutch: native
English: excellent
French: fluent
German: intermediate

Areas of expertise

Business Development | Risk Management | P&L Accountability |
Project Management | Financial Management | Strategy Planning |
Business Transformation | Claim Management | Wind Energy
Technology | Industrial Technology | Relationship Builder | Negotiator
| Team Leadership | Change Management |

Professional experience and key achievements

SKF | various functions 08/2013-11/2023

SKF Managing Director LCV NV | 11/2022-09/2023

Integrated the Belgian company LCV by setting the **strategy**, optimizing the **offer and project portfolio**, and installing all **management processes** aligned with SKF's ambitions. Created a **positive culture** and a high-performing team in less than one year, resulting in a profitable future.

SKF Global Wind Business Manager | 01/2020-11/2023

Setting up and leading the processes for **strategy development**, business development, **market intelligence**, and **risk management** for the global Wind Industry

SKF Program Director | 11/2018-12/2019

Restored and increased the large size bearing business by initiating, setting, and **planning** goals for **programs** within budget.

SKF Director Research & Technology Development | 03/2016-10/2018

Led an international team of about **100 highly educated** researchers with a **budget of € 20M** in Tribology, Fatigue, Materials, Integrated Sensing and Diagnostics in Utrecht, The Netherlands. Convinced the researchers to **share their extensive expertise** and to focus on finding **business solutions**, leading to a **change in mindset** and department culture. Implemented a structured framework and clear **portfolio management**, leading to **organizational efficiency**.

SKF Head of Product Development | 04/2015-02/2016

Managed the product development offices in Cluster Roller, Plain, and Large Size Bearings.

Turned an **escalating claim** from a highly important account into a **multi-million business** contract and built a strong **partnership** with the important account by combining commercial, legal, and technical knowledge with diplomacy.

Professional experience and key achievements (continued)

Head of Global Engineering | 08/2013-03/2015

Increased **efficiency, consistency, and quality** in the **engineering processes** in the business Unit Renewable Energy while enhancing the **outward view** of the technology. Focused on **application engineering** and development, project management office for the wind energy segment, and **business development** in the emerging tidal and wave energy segment.

Hansen Transmission International (now ZF Wind Power) | various functions

05/1997-12/2012

Chief Sales & Marketing Officer | 02/2011-12/2012

Created a **structured** approach for **large account management** and expanded the customer portfolio in less than 2 years, from 3 to 6 Global Top 10 OEMs, by establishing contracts with GE, Envision, and Nordex, the top 3 OEMs. Led the international departments of sales, global account management, market intelligence, and market communications.

Chief Technology Officer | 09/2008-02/2011

Led the R&D team of **120+ engineers** with a budget of **€ 18 M**, and reduced the time-to-market by collaborating closely with sales and installing a pre-sales process. Set up engineering offices in India and China.

Managing Director BU Wind Energy | 10/2006-09/2008

Grew business from **€ 267 M to € 515 M** in 2 years, held a **full P&L** responsibility, and led all commercial, development, and production activities with a team of **over 1000 employees**.

General Manager BU Industry | 05/2002-10/2006

Increased the business from **40 M to 70M** in 4 years and set up and managed a **cross-functional** project about an industry-specific gearbox, the M4 ACC range, with sales, marketing, and product development in a minimal **time to market**, leading to the **product range** performing great for **20 years** in a **highly competitive market**.

Product R&D Manager | 05/1997-05/2002

Managed the product portfolio, new product developments, and the test department.

Previous professional experience

LMS International | 1994-1997

Project Engineer and Technical Marketing

University of Louvain and the National Fund for Scientific Research | 1989-1994

Researcher

Military Service | 1990-1991

Reserve Officer Artillery