

Ioannis Papachristou

CAREER PROFILE

Senior Executive (CEO level) with solid experience in all major aspects of business and management roles. Extensive Multinational and Private Companies experience with proven track record of successful leadership across cultures and complex environments.

PROFESSIONAL EXPERIENCE

2025 – to Date: Growthfund – The National Fund of Greece – CEO

2022 – 2025: ANTENNA GROUP - CEO GREECE

- Leading the largest Media & Entertainment group in Greece with international footprint.
- The Eight Business Units/GMs (TV Channels, Streaming, Digital, Radios, Music, Cinemas, e-Commerce, Education) and All support functions (HR-IT-Finance- Legal) reporting to the CEO Greece.
- Managed to turnaround Profits & Cash Flow within 2 years time by upgrading/refreshing the Management Team, shaping up a winning culture, streamlining processes & systems, restructuring where relevant, advancing M&As.

2020 – 2021 CHIPITA GROUP - DEPUTY CEO & Member of the BOARD

- Global responsibility for more than 30 countries across 3 continents, in a multi- thousand employees' organization, with more than 500M€ revenues.
- Introduced operating systems & processes at global standards.
- Chipita achieved the highest shares & revenues than ever, in 2021.
- Played a key role in the acquisition of Chipita by Mondelez.

2017–2020 COCA COLA HBC GREECE & CYPRUS - COUNTRY MANAGER - MANAGING DIRECTOR

With 6 factories in Greece & Cyprus and an extensive logistics network, Coca Cola HBC represents the largest FMCG sales organization in Greece.

- Led the entirety of 1,800 employees organization with more than 500M€ sales. Total Beverages & Snacks portfolio, marketing local & international brands (SSDs/Dairy/Juices/Premium Spirits/Coffee).
- Put business back on a growth path with average annual top line increase at +4%, with profits improving much faster. Accomplished market share turnaround, after a major change management program implemented across the organization that enabled the optimization of the business model.

- Company Reputation reached historically high levels through nation-wide social impact initiatives: Zero Waste Cities for circular economy, Youth Empowered the largest private sector program for unemployed young people, Seasonal Glass Bottles for supporting Greek tourism.
- People Development & Engagement increased at High Performance Norms with Greek Business Unit evolving to the biggest net exporter of talents in the entire Coca Cola HBC group. In 2018, Greece received the CCH Group Award of “David Cup for People Development”, the most highly esteemed award in the organization.
- In 2020, Coca – Cola 3E received the “Most Admired Companies” Award (3rd position across business sectors & 1st position in FMCGs), by Fortune Magazine.

2014–2016 COCA COLA HBC RUSSIA – GENERAL MANAGER Commercial

- Led the entirety of 5,000 employees organization with more than 1Billion € sales.
- Implemented a major Restructuring Project, across all 6 Regions of Russia, that transformed the entire commercial organization.
- Achieved the highest market share ever recorded, while contributing decisively in major profit improvements.
- Coca – Cola Russia & Multon received the CCH Group Award of “David Cup for Business Performance”.

2011–2013 L’OREAL RUSSIA – GENERAL MANAGER Consumer Division

- Led a total of 1,000 people, and 350M€ in turnover.
- Realized a major business turnaround, from -5% to +9% within 18 months.
- Successfully developed & launched 3 new franchises in Russia, that have been rolled out as best practice across Eastern Europe.
- Initiated and applied a critical Reorganization Project, that included restructuring and upgrading of the operational model, which has been used as best practice in other BRIMC countries.

2007–2010 L’OREAL HELLAS & CYPRUS – GENERAL MANAGER Consumer Division

- Realized the highest market share ever recorded in Greece and grew by 20% in Cyprus, with Top Line and profits always remaining above budget targets.
- Realized a turnaround of the Greek business, by driving deep cultural transformation and developing a sustainable business model.

2005–2006 L’OREAL HUNGARY – GENERAL MANAGER Consumer Division

- Achieved a business turnaround from -4% to +15% within 18 months.

2000–2004 L'OREAL INTERNATIONAL – MARKETING DIRECTOR L'OREAL Paris

- Marketing Director for Zone 10 Europe (Holland, Belgium, Portugal, Turkey, Israel, Baltics, Sweden, Denmark, Norway, Finland, Greece). Contributed decisively to the fastest growing zone of L'OREAL Group in 2004, while understanding in depth the cultures & market trends of diverse European counties.
- Marketing Director L'OREAL Hellas (2000-2002). Realized the highest sales and market share ever recorded in Greece.

1995–2000 JOHNSON & JOHNSON HELLAS

- Marketing Manager for the two highest growing businesses of Skincare & Suncare.
- Group Brand Manager (1998-1999) developing communication campaigns rolled-out as best practices in the rest of Europe.
- Product Manager (1995-1997) for Body & Hair Care products achieving 25% growth.

EDUCATION

- UNIVERSITY of GENEVA Switzerland, Master's in Business Administration (MBA). Class rank: top 15%.
- NATIONAL TECHNICAL UNIVERSITY of ATHENS (Ethniko Metsoveio Polytechnio), Bachelor's in Chemical Engineering. Class rank: top 10%.
- INSEAD, Alumni Member.

MAJOR SEMINARS

- “Advanced Management Program”, INSEAD France (2019)
- “Excel Management & Leadership”, IMD Switzerland (2015)
- “Transition from Management to Leadership”, CEDEP France (2013)
- “International Management”, CEDEP-INSEAD France (2007)
- “Transition to General Management”, CEDEP-INSEAD France (2005)

DISTINCTIONS/ MEMBERSHIPS

2024 – to date: Elected President of Greek Association for Chief Executives Officers (ACEO)

2022 – to date: Bespoke Group, Member of the BOARD

2018 – to date: Vice President at the NGO of Brain Regain, supporting the reverse of Brain Drain

2017 – 2021: Board Member of ECR Hellas

LANGUAGES: Greek (native), English (excellent), French (excellent).