

Bob Mann

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RESUME SUMMARY

Dynamic, intuitive, and results-driven senior executive with a 15-year track record of innovating and executing business strategies that transform companies, propel revenue growth, support customer loyalty and, support the transition to a just and sustainable future.

PROFESSIONAL EXPERIENCE

President – Morningstar ESG

April 2020 – July 2023

(A business unit within Morningstar)

I played a pivotal role in the integration of Sustainalytics into Morningstar, focusing on enhancing and harmonizing key infrastructural and compliance processes. Additionally, I was appointed to Morningstar's Executive Leadership Team, contributing to the organization's strategic direction.

Key Achievements:

- **Integration Leadership:** Successfully led the integration of Sustainalytics into Morningstar. A process focused on enhancing and harmonizing key infrastructural and compliance processes.
- **Executive Leadership:** Appointed to Morningstar's leadership team that is responsible for setting the direction of the organization.
- **Strategic Growth and Market Differentiation:** Developed and executed a growth strategy for the business unit, that resulted in a 60% increase in the business unit's revenues over a three-year period accompanied by a substantial workforce expansion from 1000 individuals to nearly 2000 employees.
- **Climate Change Initiative:** Served as the executive sponsor for the incubation and successful launch of Morningstar's climate change practice, which expanded to encompass over 200 staff members.
- **Led Acquisition and Integration of ESG-Focused Companies:** Led the acquisition and seamless integration of two ESG-focused companies into the business unit, further strengthening our ESG capabilities.

President & COO – Sustainalytics

March 2008– April 2020

(Toronto, Canada)

15 years of experience at Sustainalytics, where I was dedicated to the organizations mission of delivering innovative solutions for leading institutional investors to identify, understand, and manage ESG-driven risks and opportunities.

Key Achievements:

- **Executive Leadership & Global Oversight:** Provided executive leadership for global team of over 1000 professionals spanning 12 international offices across the Americas, Europe, and Asia.
- **Strategic Growth Management:** Successfully led the company through a period of rapid expansion, achieving a sustained growth rate of 20% to 25% over a decade.
- **Efficiency Enhancement:** Implemented data-driven decision-making processes that optimized resources and improved efficiency, resulting in a notable 10% increase in productivity by the end of 2018.
- **Cultivation of Positive Company Culture:** Nurtured a vibrant company culture that fostering collaboration, innovation, and a strong commitment to making a positive impact. This led to a 25% increase in employee retention and a 5% increase in client retention.

Cofounder & Director of Residential Developments – Artian
Vancouver, BC

June 2008 – July 2012

Artian Development specialized in the development of medium-density, multi-family residential projects within the North Shore and Burnaby

- Forged strategic partnerships with cohousing communities leading to the develop of 4 intentional communities, where prospective residents assumed integral roles in shaping the design and development processes.
- Improved operational efficiency through implementing new technologies, leading to a 15% reduction in costs and less variance in budget outcomes

EDUCATION

MBA – Specialization Finance & Sustainability

2006/2007

Schulich School of Business, York University, Toronto

BSc in Economics

2005/2006

York University, Toronto

SKILLS

- Strategic planning
- Operational efficiency
- M&A (targeting and integration)
- Financial analysis
- Risk management
- Product & Marketing strategy