

Fabio Lupano

Managing Director | Industrial Transformation | Full P&L Leadership | Operational Excellence | EBITDA Growth

Via della Sorgente 14 – Pianoro (BO)

Phone: +39 342 8581997

Email: lupano@hotmail.com

Social Media: LinkedIn

Date of Birth: 11.04.1971

Marital Status: Married

Nationality: Italian



Managing Director with over 25 years in manufacturing industries and international management, with proven record of leading mid-sized and multinational operations through transformation, integration, and growth.

- **Full P&L responsibility** with teams exceeding 180 employees. Expertise spans industrial engineering, lean manufacturing, R&D-driven product development, and international sales.
- Track record includes successful **industrial sites transformations** for BorgWarner and Biopsybell, **M&A post-merger integrations**, and **new product launches & market expansion** in Europe and Brazil.
- Achieved EBIT recovery, efficiency gains of 20%+ and sustainable EBITDA growth through **operational discipline and leadership excellence**.
- Fluent in English, Italian, and Portuguese, bringing a cross-cultural leadership approach and hands-on management style aligned with strategic results.

Further information about me: <https://fabio-lupano.onepage.me/>



Professional Experience

Interim Executive & Strategic Market Advisor

06/2025 - present

Key Responsibilities & Projects:

- Providing interim management leadership for mid-sized industrial companies undergoing operational transformation or organizational transition.
- Advising European clients on market entry strategies, competitive positioning, and operational efficiency improvements.
- Supporting C-level executives with strategic planning, turnaround preparation, and organizational structure

Selected Engagements:

- Support to the CEO in a family-owned aluminum casting company (Italy): Designed and initiated operational restructuring plan, improved production KPIs within 90 days.
- CEO support for new investors search, market analysis, debt restructuring and negotiations with financial investors and banks
- Strategic Advisor for several market research companies : Delivered EV market segmentation analysis and go-to-market roadmap for EMEA expansion.

BPB Medica, Mirandola (IT)

04/2024 - 05/2025

Manufacturer of medical instruments

General Manager, Sales Director, R&D Head

Key Responsibilities & Projects:

- Full P&L accountability
- Sales and R&D director

Key Achievements:

- Reorganization of manufacturing department achieving 9% productivity increase.
- Manufacturing efficiency - Implemented capacity increase of 16% without labor increase, in order to support future growth
- EBIDTA growth - Delivered 14% sales increase and 12% EBIT increase, both above budget

Borgwarner, Lugo (IT)

02/2019 – 03/2024

Multinational Tier 1 automotive supplier

Sales 14 Bio. €, 30k employees

General Manager

Key Responsibilities & Projects:

- Full P&L accountability
- Direct responsibility for HR, Finance, Purchasing, Manufacturing, Quality, Maintenance (6 direct reports in total)

- Strategic planning - Support the acquisition strategy of new companies, actively participate in due diligences for M&A and divestments. Join the strategy definition for the transition to the electric vehicle market.

Key Achievements:

- Turaround leadership - Evolved model from family business to multinational environment
- Organization restructuring, new first line hired. Restructured engineering and sales departments to support launches.
- Industrial transformation - Improved operations up to global corporate standards reduced floor space by 22%, increased productivity by 12%, reduced overhead by 8%
- Product launch and innovation - Launched new product families: battery chargers, inverters, battery packs
- Operational Excellence - lean manufacturing, materials management, financial discipline, HR principles aligned with company standards

Borgwarner, Lugo (IT)

11/2018 – 12/2019

*Multinational Tier 1 automotive supplier
Sales 14 Bio. €, 30k employees*

Post merging – Integration manager

Key Responsibilities & Projects:

- M&A and Integration - Post-merging integration manager of Sevcon acquisition in BorgWarner. Integrated the new company acquired into BorgWarner procedures and structure
- Integrate and restructure the existing sites of Sevcom Company into one site
- Create a strategy for the new product portfolio, define the needed resources to develop a global approach to the new market of products for electrified vehicles

Key Achievements:

- Project successfully completed in 12 months, direct report to the steering committee
- Cross functional leadership - Reduced overhead costs by 11%, two sales offices closed.
- Profitability improvement - 1.0M EUR material cost saving generated

Borgwarner, Itatiba (Brazil)

07/2011 – 10/2018

Plant & Sales Manager

Key Responsibilities & Projects:

- Full P&L accountability
- Sales responsibility for South America

Key Achievements:

- Improved shop floor efficiency by 40%+
- Increased employees engagement by 18%
- BRL 30+ million new contracts won, added 3 major OEMs to the customer base
- Defined a business case for a modern assembly line and obtained the corporate approval for the investment
- Obtained customer contracts for local manufacturing of products previously imported

Borgwarner, Milan (IT)

2001 – 2011

Senior Project Manager

Application Engineer

Borgwarner, Ithaca (NY, USA)

1999 – 2001

Test Engineer

Eltek Group, Casale Monferrato (IT)

1998 – 1999

*Tier 2 automotive supplier
Sales 200 Mio. €, 1600 employees*

Plant Operations support

Education

Courses

BorgWarner coaching process - personal coaching journey 2022 and 2017
Toyota Lean Manufacturing – Toyota Motor Manufacturing Plant, Georgetown, Kentucky USA

Politecnico, Turin (IT)

Type of education: Master Degree
Focus: Engineering

Degree: Mechanical Engineering

Politecnico, Milan (IT)

Type of education: MBA
Focus: Master in Business Administration (interrupted)

Languages

- **Italian** - Native
- **English** – Fluent / Negotiation level
- **Portuguese** – Fluent / Negotiation level

Other

- Sports: Fencing 4 times Italian Champion, Junior World Championship 1990/91
- European Patent – “Primary chain drive with tensioners/mobile guide on slack and on tight side”
- Interests: historical and ancient books, classic car owner