

# Chris M. Pieper

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## Executive Summary

Serial entrepreneur who thrives on building growth companies, launching startups and breathing new life into management teams and challenged businesses. Adept at connecting with employees, customers, partners, Board members and shareholders. A confident and competitive executive leader who inspires diverse teams to achieve great things and deliver exceptional results.

Special skills include business launch or turnaround, goal management, process improvement, agile accounting, budgets, financial modeling, employee engagement, partner relations, data analytics and high-stakes negotiations.

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## Professional Experience

**Encorpe Inc.**, San Antonio, TX

**2019 - Present**

*Brain trust specializing in software and services to help organizations optimize VR services, maintain compliance with Rehabilitation Services Administration (RSA) policy directives and effectively implement the vision of the Workforce Innovation and Opportunity Act (WIOA).*

### **Chief Executive Officer**

*Responsible for creating, planning and implementing strategic goals and operational plans. Chief advocate to ensure the company provides the most current and informed advisory services regarding RSA policy directives and the vision of WIOA.*

**Alliance Enterprises Inc.**, DuPont, WA

**2008 - 2018**

*Leading provider of case management software, analytics and cloud services for state vocational rehabilitation agencies and tribal nations, serving over 12,000 rehabilitation professionals.*

### **Chief Executive Officer**

*Transformed a 27-year-old family business producing \$2.5M in sales into a profitable \$15M growth company.*

- **Captured Dominant Market Leadership.** Eliminated primary competitor via strategic partnership increasing market share to 99%. Increased recurring sales from \$2M to \$7M with a 100% renewal rate.
- **Produced Sustained Revenue and Profit Growth.** Established a responsive market-driven culture that produced 10-year revenue growth exceeding 600%, 10% EBITDA and \$6M in liquid assets.
- **Established a Culture of Accountability.** Implemented company-wide quarterly objectives and key results (OKRs) process that increased employee engagement to 100% with goal success exceeding 95%.
- **Introduced Financial Best Practices.** Implemented zero-based budgeting, revenue forecasting and agile accounting. Reduced quarterly financial close, planning and budgeting cycle from 11 months to 15 days.
- **Pioneered New SaaS Solutions.** Introduced a new online service providing disability resources to the professional community. Designed, developed and launched an international OKRs SaaS solution.



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- **Awarded Significant Industry Accolades.** Facilitated company's inclusion in the 2016 *Inc 5000* list of *Fastest-Growing Private Companies* (#3810) on the company's 35th anniversary. Recognized by Microsoft as 2016 *Rising Star Partner of the Year* and 2017 *Digital Transformation Partner of the Year*.

**C-Speak Partners LLC**, Cary, NC

**2007 - 2008**

*C-level consulting practice to advise entrepreneurs, startups and growth-based companies.*

***Managing Director***

Provided financial, planning and operational services to a SaaS fast-food ordering platform, a healthcare quality assurance startup, and a golf entertainment and training academy.

**FormRouter, Inc.**, Cary, NC

**2003 - 2006**

*Startup SaaS solution that redefined how organizations deploy internet forms and securely collect prospect data.*

***Chief Executive Officer***

*Turned a struggling pre-revenue startup into a profitable growth company generating \$1M in sales, 4,000% sales growth, 60% recurring revenue and 80% renewal rates*

**ABC Technologies Inc.**, Portland, OR

**1989 - 2002**

*World's leading provider of enterprise-wide activity-based costing software, providing technical services and support to 3,900 installations in 63 countries with more than 23,000 clients trained.*

***Founder and Chief Executive Officer***

*Provided leadership in guiding company from start-up to global market leader, generating eight-year revenue growth of 1,083%, \$32 million in sales with 225 employees and offices in 15 countries.*

- **Developed Market Leading Solutions.** Led the development of a world's #1 software suite featuring activity-based costing, customer profitability, budgeting, KPIs, scorecards and supply chain analytics.
- **Awarded Significant Market Accolades.** Oregon *Emerging Company of the Year* (1996); Inc. 500 (1997); Oregon *Technology Company of the Year* (1997); *Fast 50 Oregon Technology Company* (1997-2001); *Portland Business Journal Private 100 Fastest Growing Companies* (five consecutive years).
- **Generated Groundbreaking Partnership with SAP.** Negotiated a \$10M equity investment (1998) with SAP Germany. SAP was the world's third largest software company with sales exceeding \$4B.
- **Negotiated Company Sale to SAS Institute.** Negotiated a cash sale of both businesses directly with SAS's CEO. SAS was the world's largest privately held software company with sales exceeding \$1B.

**Education**

**Executive Master Business Administration (EMBA)** - University of Oregon, Eugene, OR

**Bachelor of Science, Engineering Technology (BSET)** - University of Houston, Houston, TX



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