

First Name	Last Name	Company	Job Title	Text	Creation Date
Ed	Scheff	Imerys USA, Inc.	Senior Manager Regional Purchasing - Northeast	I had the pleasure of working closely with Chris Richards during our time together at Imerys. During this period, Chris held several different roles, and excelled in each: as a category manager responsible for a business unit's major CapEx, MRO and industrial goods and services strategy and execution; as a regional purchasing manager responsible for the execution of global and national strategies across a large, multiplant, geographic region; and as a category manager who led a team responsible for CapEx procurement strategy and execution across North America. In these roles, Chris consistently demonstrated a commitment to excellence, a commitment to delivering savings, a commitment to creating and delivering improved processes, and the ability to self-organize and perform in a frequently changing environment with competing priorities. Chris navigates organizational shifts and change programs without hesitation. Whether it's implementing new procurement systems, adapting to market fluctuations, or motivating his team to new challenges, he approaches opportunities with a strategic mindset. He proactively engages with stakeholders at all levels of the organization to ensure buy-in and clear pathways to success. In addition to his technical skills, Chris is a team player. He fosters a positive work environment, encouraging collaboration and knowledge sharing. He articulates and asks the questions that others are often unable to see or to say, and he is willing to challenge organizational practices and beliefs to drive improved performance. His leadership style inspires confidence and motivates the team to achieve excellence. I wholeheartedly recommend Chris for an organization seeking a dedicated, and skilled purchasing professional.	03/03/24, 09:31 PM
Ted	Kosiek	Imerys	CAPEX Category Manager	I've had the pleasure of working with Christopher for the last 7 years, first as colleagues and then with him as my direct supervisor. His attention to detail, level of commitment, and his ability to work within teams are exceptional. He is direct so that you know where you stand but he is also a great listener so that he knows what you need to succeed. His great sense of humor makes it a pleasure to work with or for. His support has helped my career excel	02/29/24, 06:27 PM
Derek	Yungtum	DXP Enterprises, Inc.	VP, Business Development	Chris and I have enjoyed a customer/supplier relationship for more than 10 years. I found Chris to be hard working and always very responsive. His professional manner, enthusiasm and candor was always appreciated and respected.	02/28/24, 08:02 PM
Kerry K	Steele, CP	Imerys Filtration	CAR Sub-Cluster Controller PMA West	I have worked with Chris for the last ten years at Imerys and he is inspirational to work with. He always goes the extra mile to ensure accuracy in everything he does and he always makes what could be very complicated, quite straightforward. His responsiveness is lightning-fast and his follow-up is unequalled. Chris is professional, and a pleasure to work with. I know that anytime I reach out to him with questions, I will receive an immediate answer. He is one of my favorites here at Imerys!	02/20/24, 11:18 PM
Olivier	Brunet	Avril	Groupe Avril CPO	Chris is a seasoned purchasing leader, deeply experienced in all industrials categories ( opex and capex ) - he has also an appetite for tools and processes that can help organisations growing in their purchasing maturity	02/20/24, 01:31 PM
Thierry	PERA	Imerys	EMEA Regional Category Manager Industrial Equipment & Services	I met Chris when he has been nominated as manager of the CAPEX purchasing team in North America. Chris demonstrate a real leadership and he was recognized as manger by his team. He developed a very good relationship with his stakeholders to deploy the purchasing process. Chris is oriented result and he is a strong negotiator. Chris knows listen and adapt his position to serve the interest of the company. I appreciated to work with him and I recommend him for a similar position.	02/19/24, 09:21 AM
Alicia	Navarro	Imerys	S&OP Manager	I worked with Chris in shared projects for both industrial continuous improvement and purchasing. Chris is an objective oriented professional, always open to new ideas and committed to improvement and value added driven. He'll be a great addition in any high performance team.	02/16/24, 11:26 PM
Michelle	Munhon	Veolia	Senior Procurement Manager - LAM Region	I worked with Chris throughout my journey at Imerys. He was not only generous with important information about the company but helped me understand cultural differences in specific regions in North America that influenced negotiations. We divided the opportunity into some negotiations and his points were extremely important for the business! Furthermore, we lived through a period of working together in the USA and even when we disagreed, he always provided his analyzes in a respectful and constructive way. I recommend Chris' work and hope that the universe allows us new opportunities to build together! Excellent professional and colleague!	02/15/24, 11:56 PM
Damien	Huppert	International Container Terminal Services, Inc.	Chief Procurement Officer	I had the opportunity to work with Chris while I was leading the Global Purchasing Excellence Program at Imerys. Chris, as a Regional Purchasing Manager for the western US, was instrumental in delivering our Program on 3 aspects: First: Chris is a strong Procurement professional. Be it Sourcing, Tendering or Negotiating, Chris knows the ropes and will deliver. Second: Chris has a strong appetite for technical topics. His level of understanding of technical considerations when working on Industrial Capex projects is an asset both on interacting internally with engineering and operations stakeholders and with suppliers as well Third: Chris is a people's guy. He has this ability to motivate teams, even when working remotely that creates that positive atmosphere that adds that extra something Overall, having Chris on the team was an asset and I would strongly recommend Chris to anyone looking to either reinforce, or start from the ground up, a professional Procurement team in an industrial or mining environment.	02/14/24, 01:18 AM
Nicole	Daly	The SEER Group	VP of Procurement	Chris is a highly motivated and passionate sourcing professional. He is a strong negotiator and leverages his understanding of commodity value chains to mitigate risk and negotiate best possible terms for the organization. Chris is a collaborative team member willing to go above and beyond for the betterment of the team. I enjoyed my time working with Chris and learned a lot from our interactions.	02/13/24, 05:02 PM
Jenya	Peterson	Imerys	Project Management Officer and Commercial Business Partner America	Chris had two different roles in the 4 years I worked with him and it was always a pleasure. Chris is very organized, willing to challenge status quo, inquisitive and open, ready to offer ideas and easily builds trust. Expert in procurement and purchasing process, Chris lead multiple highly visible projects with great success, bringing P&L savings and positive cash flow impact.	02/13/24, 11:08 AM
Julio	Oliveira	Imerys	Purchasing/Procurement Manager - Mining & HME - North & South Amer	Chris is a spectacular person, blessed with a unique intelligence accompanied by a great spirit of leadership. The ability to adapt to different environments and the scope of its articulation is essential in its performance, successfully managing and acquiring projects, as well as leading a top team, always and above all, respecting people and their particularities. I had the pleasure of working with him and whenever we were together he contributed positively to my growth.	02/12/24, 05:14 PM

Ady	De La Garz	Imerys	Regional Category Manager NA	I thoroughly enjoyed my time working with Chris Richards, consistently demonstrated strong mentoring skills, he is truly a good leader by always being honest, adaptable, hand-on, dedication, professionalism and proactiveness. He provided guidance and support to their colleagues, fostering a culture of learning and growth. Also, he quickly adjusted to changing priorities and new challenges, consistently delivering high-quality work and raising the bar. Lastly, he provided to me and my co-workers valuable insights, pushed me to expand my skills, and always made time to offer support and advice.	02/12/24, 02:55 PM
Mike	Potashock	Imerys	Industrial Projects Director	Chris was instrumental in advancing use of a purchasing planning system that provided insight into capex purchasing needs and better a balanced the workload of his team. This allowed for the team to improve the level of support for capex project purchasing. Under Chris's leadership the team also completed Master Services Agreements with several engineering firms speeding up the process of contracting engineering services.	02/11/24, 09:55 PM
Fabien	Grigne	Imerys	Group Purchasing Director - Industrial Equipment and Services (Capex)	When Chris took over the Capex Purchasing Team in North America, he had 2 main objectives. The first one was to build and stabilize a team of 4 people. The second one was to grow his team along with methods and tools already in place in the EMEA region. Chris succeeded for both, and even took the lead to bring the challenge further by developing his extended team of plant purchasers, and adapting the methods and tools to his own needs and management style. I was Chris' functional manager for 2 years, and I must say I was impressed by Chris' leadership, and his ability to continuously "challenge to improve" things, in every area. I would recommend Chris for any position which requires such skills.	02/10/24, 10:56 AM
Greg	Thornton	Creative Polymer Solutions	Director of Supply Chain	Chris has always proven to be a great example of a team leader. He demonstrates an outstanding ability to communicate across all levels of the organization while applying a total cost of ownership when making sourcing decisions. He has consistently demonstrated an ability to quickly understand the needs of a business and pursue solutions that place the company in an optimum supply position. I would highly recommend Chris for a leadership role within Supply Chain.	02/09/24, 06:32 PM
Lais	Valente	Imerys	Diretora de compras	Chris is an amazing professional. He has a lot of knowledge not only in Purchasing negotiations, but also in finance and technical aspects. He is also resilient, self trained, easygoing and can easily adapt for all changes that a multinational company requires. Besides, as a manager, he can support the team to achieve challenging results. I really appreciated working with him.	02/09/24, 05:26 PM
Derek	Allen	Imerys	Plant Purchasing Manager	I had the pleasure of working with Chris for 10+ years. During that time, Chris served as my manager, colleague, mentor and friend. Chris has the ability to maintain a long term vision while managing complex categories in challenging environments. Chris's firm but fair approach continually delivered results and his knowledge around project management and purchasing was sought out by not only members of his team, but also by colleagues from other business functions. Chris is a fantastic leader who has always earned the respect of his team members and colleagues. Overall, Chris is a great person that will challenge you to become better because he cares.	02/09/24, 03:31 PM
Manuel	Rocha	Imerys	Group Purchasing Director - Mining and Heavy Mining Equipment	I recommend Chris wholeheartedly! He is one of the smartest people I have had the pleasure to work with. We have worked directly and indirectly for the past five years and every time we engage I find he helps me see things in more than one perspective. He is no doubt an experienced and knowledgeable Purchasing and Project Manager, but above of all he is a good leader. He forms great cohesive teams who work jointly towards unified goals. Overall, Chris is an excellent colleague who challenges you intellectually, and his witty sense of humor is just the cherry on top!	02/09/24, 08:42 AM
Walter	Krueger	Self-employed	Retired	I had the pleasure of working with Chris over the past 3 years at Imerys. He is highly effective at translating complex topics into components that I could understand. This enabled us to work on charting and reporting initiatives for the company. The complex nature of Capital project planning and evaluations of vendor proposals has many elements, and Chris was key in explaining it in easy to digest terms. It shows his experience in fully understanding his area enough to translate for others in a completely different discipline.	02/08/24, 09:02 PM
Jason	Wiener	Jabil	Business System Analyst	I worked for Chris during my time at Avantor as a Planning Manager and SAP Analyst. Chris brought a breath of fresh air to a tough and struggling environment by presenting fresh views and challenging the status quo. During a time of entrenched employees fighting a new system (SAP), he challenged all employees to use the system fully and smartly. While others were offering knee-jerk reactions, Chris kept a level head and ensured the right decisions were made, sparing his employees from as much chaos as possible. It was great working for Chris and I'd do so again if the opportunity arose.	09/17/15, 01:20 AM