Yago Abadín Quintas

Project Manager · Change Management and Organizational Development

From the shop floor to nationwide rollout

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13	~2,000	50+	100%
years at Carrefour	people trained	hypermarkets trained	hypermarkets migrated to SAP

PROFILE

Project Manager with 9+ years leading nationwide change management projects. I started serving customers on the shop floor and today I coordinate the rollout of new organizational models across all Carrefour Spain hypermarkets. That path lets me anticipate how each change will feel to the people applying it day to day, not just design it on paper.

CAREER PATH

Sales associate → Commercial mgr → SAP trainer → Organization

PROFESSIONAL EXPERIENCE

Head of Organization and Organizational Model Implementation
Jun 2024 – Present

Carrefour Spain

- Design, test and deployment of the hypermarket operating model, with **nationwide** scope.
- Leading rollout of organizational projects across the whole network, from pilot to go-live.
- Coordination with HR, IT and Finance to ensure adoption of the changes.
- KPI tracking to guarantee deadlines, quality and continuous improvement.

Trainer and Implementation Lead · Sherpa Project (SAP S/4HANA)
Mar 2021 – Jun 2024

Carrefour Spain

- Migrated **100%** of Carrefour Spain hypermarkets to SAP S/4HANA (merchandise module) in a 2-year project.
- Trained **50+ hypermarkets and ~2,000 people** on the new system.
- Managed and controlled the implementation, working across all business areas.
- Built training materials and user guides tailored to each user profile.
- On-site support during go-live to ensure adoption of the new processes.

Non-Food Commercial Manager
Jun 2015 – Mar 2021

Carrefour Vigo and Santiago de Compostela

- Accountable for sales and profitability targets of the department across two stores.
- Planning and follow-up of commercial actions and promotions.
- Assortment and stock management; led the sales team through KPI tracking.

Sales Associate · Electronics, Photo and Sound
Sep 2013 – Jun 2015

Carrefour Ourense

- Customer service and sales orientation in Electronics, Photography and Sound.

CORE SKILLS

- Project management
- Change management
- Organizational development
- Training and development
- Team leadership
- Process optimization
- Stakeholder management
- Commercial operations

ENVIRONMENT

- SAP S/4HANA (merchandise)
- ERP implementation and go-live

EDUCATION

Technical Engineering in Business Management Computing
University of Vigo (not completed)

OUTSIDE WORK

- 3D printing
- Classic restoration
- Continuous learning

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