

Scott Molander

EXPERTISE: Leadership – Team Building – Sales Management - Problem Solving - Strategic Planning - Organizational Design - Financial Management – Digital Transformation – Teaching & Coaching

Co- Founder of Hat World inc. dba Lids Sports Group.

I build high performing teams that execute in complex environments. I am an experienced executive, board member, entrepreneur, retail, wholesale, and manufacturing and apparel executive. Varied experience that provides valuable perspective to organizations, cultivating a sense of teamwork across the organization, setting the vision, goals and strategies that produce the best possible return on investment. History of award-winning performance as a visionary leader building a company infrastructure from the ground up and driving profitable growth. I have uncommon blend of experience in P&L, agile budgeting, organization design, capital management, strategic planning, logistics, lean principles, sales management.

RECOGNITIONS

CENTRAL INDIANA BUSINESS HALL OF FAME INDUCTEE, 2015

NORTH DAKOTA INNOVATOR OF THE YEAR, 2006

ENTERPRISE AWARD - THE INDIANAPOLIS BUSINESS JOURNAL, 2003

ERNST & YOUNG INDIANA ENTREPRENEUR OF THE YEAR, RETAIL-WHOLESALE COMPANY CATEGORY, 2002

“40 UNDER 40” - THE INDIANAPOLIS BUSINESS JOURNAL, 2002

ERNST & YOUNG INDIANA ENTREPRENEUR OF THE YEAR, EMERGING COMPANY CATEGORY, 1999, 2001

PROFESSIONAL EXPERIENCE

August 2021 – Present

Butler University

Lecturer - Entrepreneurship & Innovation Lacy School of Business

April 2021 – Present

Garage Living. SKINS Compression

Managing partner

January 2020-November 2020

CEO - ASB Sports Acquisition

ASB Sports is a leading value-added distributor of sporting goods equipment, primarily to high schools and colleges. A roll-up of 8 individual team dealers with 8 different accounting systems. We increased Earnings before interest taxes depreciation amortization on a 20% negative comparable sales trend. Developed their small college sports marketing to service their smaller college programs.

July 2018-August 2019

PRESIDENT GARED HOLDINGS

Incorporated in 1922, GARED is the sporting goods industry leader in innovative product design and precision equipment manufacturing. Navigated the beginning of Chinese steel tariff, by moving from single Chinese source to four sources. Company 18-month backlog increased by 15% and increased international backlog from \$600k to \$1.2m.

January 2016 – December 2017

EXECUTIVE VICE PRESIDENT • BSN SPORTS • INDIANAPOLIS, IN

Division of Varsity Brands and a leading direct marketer and distributor of sporting goods to the school and league markets.

Scope: Managed integration of Lids Team Sports 600 employees and \$150m in revenue with BSN Sports. Integrating sales forces, support teams and information technology and ecommerce platforms. Launched Collegiate Select business development team to nurture, develop and deliver customized solutions for the needs of collegiate athletic departments.

November 1995 – January 2016

CO-FOUNDER - HAT WORLD, INC. (DBA LIDS SPORTS GROUP) - INDIANAPOLIS, IN

Opened first store, November 1995 and grew in 20 years to a \$950 million subsidiary of Fortune 1000 Genesco, Inc.

Scope: P&L management, strategic planning, Omni Channel/ecommerce, IT, supply chain systems, construction, leasing - 10,000 employees - 12 direct reports

Chief Operating Officer (2009-2016)

Executive Vice President (2006-2009)

Executive Vice President, Real Estate (2001-2004)

Senior Vice President, Strategic Planning and Logistics (1997-2001)

Chief Executive Officer (1995-1997)

SELECTED ACCOMPLISHMENTS:

- Business Integration: Led integration of warehouses, IT systems, and websites after acquisition of its largest competitor Lids corp out of bankruptcy in 2001. The company grew from 150 stores to 450 stores.
- Business Strategy and Revenue Growth: From the core Lids headwear stores, we created 2 new divisions thru 28 acquisitions. Lids Fan group and Lids team sports, adding an additional \$350m in revenue.
- Team Building and Leadership: Created a company culture that nurtures creativity and innovation, promotes teamwork, and gives all employees a voice, establishing a sense of participation and ownership in results.

1994 - 1996

MANAGER • TARGET CORPORATION DISTRIBUTION CENTER • INDIANAPOLIS, IN

1989-1994

MANAGER • FOOT LOCKER • CHICAGO, IL & INDIANAPOLIS, IN

EDUCATION AND OTHER CREDENTIALS

ADJUNCT PROFESSOR - UNIVERSITY OF INDIANAPOLIS - 2018-2019

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ADJUNCT PROFESSOR - INDIANA STATE UNIVERSITY SCHOOL, MBA PROGRAM - JAN. 2017-2018

MBA - INDIANA STATE UNIVERSITY SCHOOL OF BUSINESS - 3.95 GPA - JULY 2016

BS BUSINESS ADMINISTRATION - DICKINSON STATE UNIVERSITY - MAY 1988

AA-BUSINESS ADMINISTRATION - UND-WILLISTON - MAY 1985

BOARD AND OTHER MEMBERSHIPS

D 1 SPORTZ

OBVIOUS SHIRTS

BOARD MEMBER- ASB SPORTS ACQUISITION-JANUARY 2019-NOVEMBER 2020

BOARD MEMBER - NINE 13 SPORTS ORGANIZATION • FEBRUARY 2018 – PRESENT

DSU HERITAGE FOUNDATION-2017- PRESENT

INDIANA STATE UNIVERSITY COLLEGE OF TECHNOLOGY EXECUTIVE ADVISORY BOARD 2017- 2020

EXECUTIVE CHAIRMAN OF THE BOARD - THRIVENT FINANCIAL, MID-AMERICA REGION -AUGUST 2016
– PRESENT

YOUNG ACTORS' THEATER BOARD-2016-2018

LIDS FOUNDATION CO-FOUNDER-PRESIDENT-2012-2015

MEMBER-KNIGHTS OF COLUMBUS 2012 - PRESENT

COMMITTEE CHAIR-PROVIDENCE 2021 CAPITAL CAMPAIGN - ST. LUKES CATHOLIC CHURCH

BOARD INDIANA UNIVERSITY JOHNSON SCHOOL OF ENTRPRENUERSHIP-2003-2008

HAT WORLD INC. BOARD 1995-2004