

MM

Margaret Martin

District Manager

Regional Manager with 18 years in multi-unit retail, currently responsible for 62 stores and 6 district managers across the Southwest. Owns a \$186M regional P&L, capital planning for new-store growth, and succession for the district manager bench. Known for turning underperforming districts profitable within 12 to 18 months.

CONTACT INFORMATION



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EDUCATION

M.B.A., Thunderbird School of Global Management, 2011

B.S., Retail Management, Arizona State University, 2005

KEY SKILLS

- Regional P&L ownership (\$150M+)
- Multi-district leadership
- New-store growth and capital planning
- Succession planning and district manager bench-building
- Territory design
- Cross-functional partnership (Merchandising, HR, Loss Prevention, Real Estate)
- M&A store integration
- Field org design
- Executive reporting and QBRs
- Field labor model design

PROFESSIONAL EXPERIENCE

REGIONAL MANAGER, SOUTHWEST | MERIDIAN VALE HOME & BATH, PHOENIX, AZ

2019 – PRESENT

- Lead a 6-district region covering 62 stores across AZ, NM, NV, and West TX with FY24 revenue of \$186.4M.
- Grew region comp sales 5.2% in FY23 and 3.6% in FY24, both above the company average.
- Approved and executed 9 new-store openings and 4 relocations over 4 years, with 7 of the 9 openings beating year-one sales targets.
- Restructured the district territory map in 2022, reducing average district manager travel days per month while adding roughly \$12M in accountable revenue per district manager.
- Built succession plans for all 6 district manager seats; 4 current district managers were internal promotions during my tenure.

REGIONAL DIRECTOR OF OPERATIONS | COYOTE BLUFF SPORTING GOODS, DENVER, CO

2015 – 2019

- Oversaw 48 stores across the Mountain West through a national rebrand and store-format refresh.
- Delivered \$9.1M in annualized labor savings by redesigning the store leadership model across the region.
- Reduced regional shrink by 62 basis points over 3 years through a partnership with corporate loss prevention.
- Managed 5 district managers and a regional HR business partner, holding voluntary district manager turnover to zero for 3 consecutive years.
- Represented field operations on the merchandising planning committee for two annual assortment cycles.

DISTRICT MANAGER | COYOTE BLUFF SPORTING GOODS, SALT LAKE CITY, UT

2011 – 2015

- Managed 19 stores with combined revenue near \$54M, finishing 3 of 4 years above plan.
- Selected to pilot a new district scorecard that was later rolled out to all 22 districts nationwide.
- Promoted 5 assistant managers to general manager and 2 general managers to district trainer roles.

- Led the district through 2 acquisition-driven store conversions with no material sales disruption.

DISTRICT MANAGER | ASHFIELD ROW BOOKSTORES, TUCSON, AZ
2007 – 2011

- Ran a 12-store district through the 2008-2010 downturn, keeping the district profitable each year.
- Consolidated back-office scheduling across the district, freeing GMs to spend more time on the sales floor.
- Reduced average time-to-fill for general manager openings from around 95 days to under 50.
- Built the standard onboarding binder later adopted by two other districts in the region.