



# THE POI NORTHEAST REGIONAL SUMMIT

Achieving Growth Through RGM,  
Retail Execution, eCommerce,  
and Analytics Excellence



**Dr. Russell J. Zwanka**  
**Professor- Food Marketing**











# Triple Eight Marketing







## Ties That Bind

Inside the Extraordinary (sometimes knotty)  
Food Marketing Continuum

DR. RUSSELL J. ZWANKA



## A Store Walk

Dr. Russell J. Zwanka

## Category Management Principles



Dr. Russell J. Zwanka  
Dr. Brian F. Harris

## CBD Reality

A Consumer's Guide to  
Cannabidiol

Dr. Russell J. Zwanka

Dr. Russell J. Zwanka

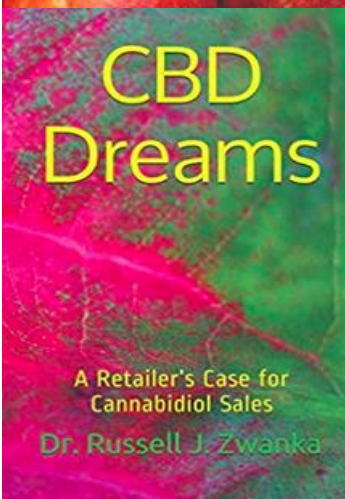
## A Marketing Manual for the Millennium

*Triple Eight Edition*

## A note from your professor

88 Lessons on Life, Love, Work, and School

Dr. Russell J. Zwanka



## CBD Dreams

A Retailer's Case for  
Cannabidiol Sales

Dr. Russell J. Zwanka

Dr. Russell J. Zwanka

## Public Speaking for Everyone!



# SIENAcollege™

## Food Marketing



## So, how do I do this Marketing thing?

Dr. Russell J. Zwanka

## Requisite Reading for the Renaissance Retailer

Russell J. Zwanka

Dr. Russell J. Zwanka

## CUSTOMER CONNECTIVITY IN GLOBAL BRANDS AND RETAILERS



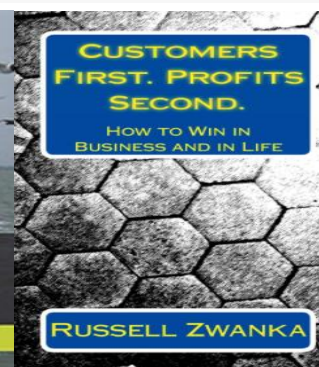
WITH A FOCUS ON DOING BUSINESS  
IN CLOSED ECONOMIC SOCIETIES

DR. RUSSELL ZWANKA



Marketing in Today's Cuba

Dr. Russell J. Zwanka



## CUSTOMERS FIRST. PROFITS SECOND.

HOW TO WIN IN  
BUSINESS AND IN LIFE

RUSSELL ZWANKA

Dr. Russell J. Zwanka

## Operating in the New Cuba

## Successfully Succinct Stage Speaking

Dr. Russell J. Zwanka

## WOULD YOU SHOP HERE IF YOU DIDN'T WORK HERE?

FROM THE AUTHOR OF  
"CUSTOMERS FIRST, PROFITS SECOND."

RUSSELL ZWANKA

## Food Retail Management Strategic Cases



DR. RUSSELL J. ZWANKA

**Why?**

**Who?**

**How?**





**Economy**



**Customer  
Power**

**Baby Boomers -> Millennials -> Centennials**

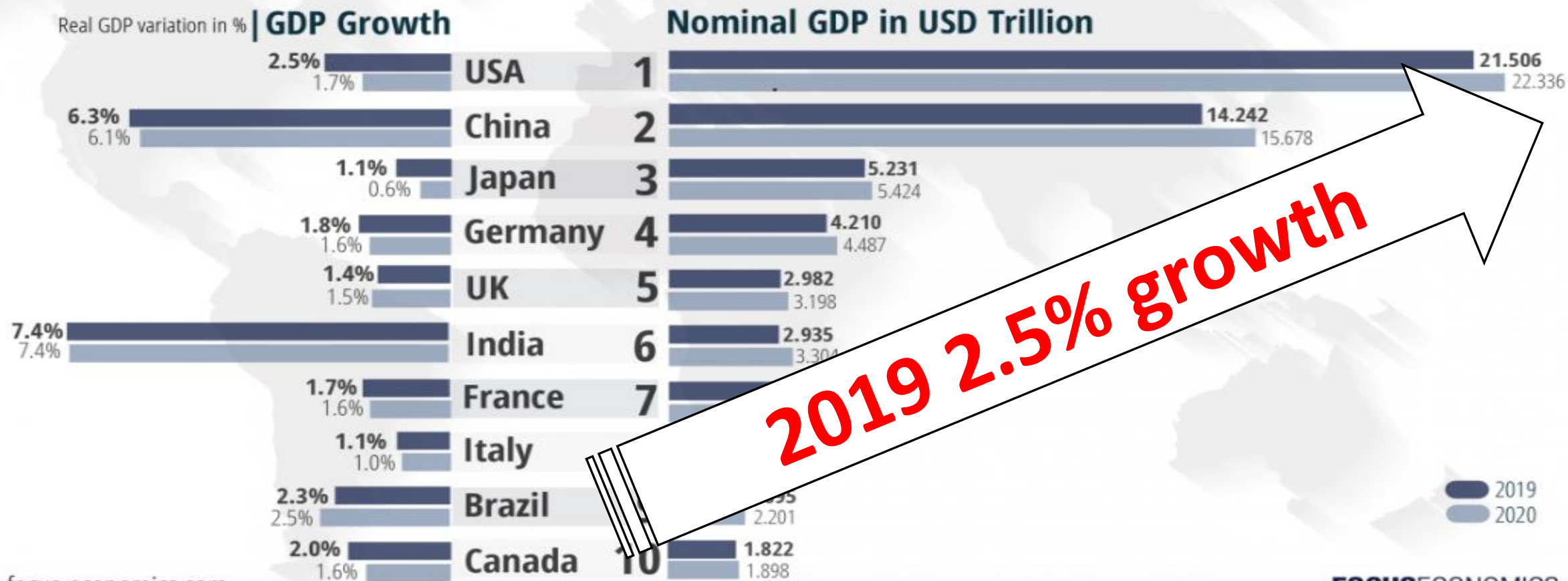
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# Economy and Jobs

# US GDP% of World Current

## TOP 10

The World's Biggest Economies for 2019 and 2020

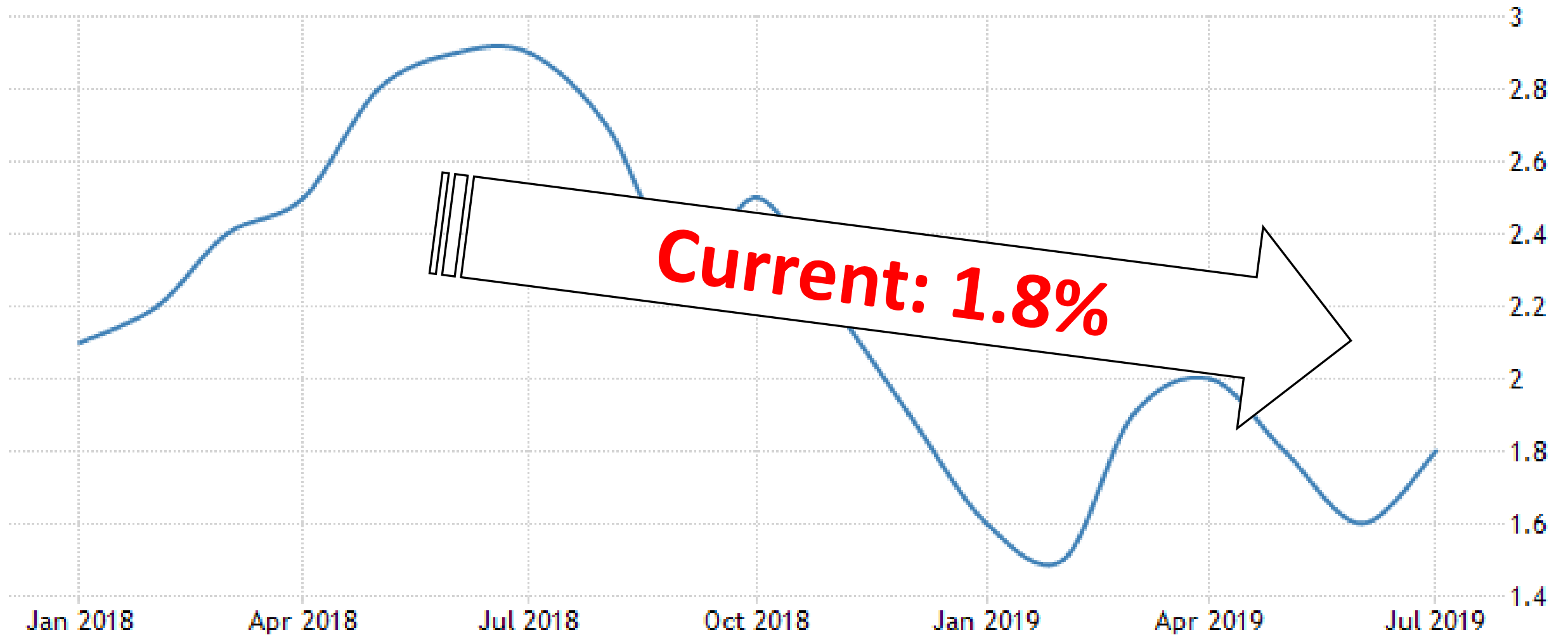




# US GDP Outlook



# Inflation Trend



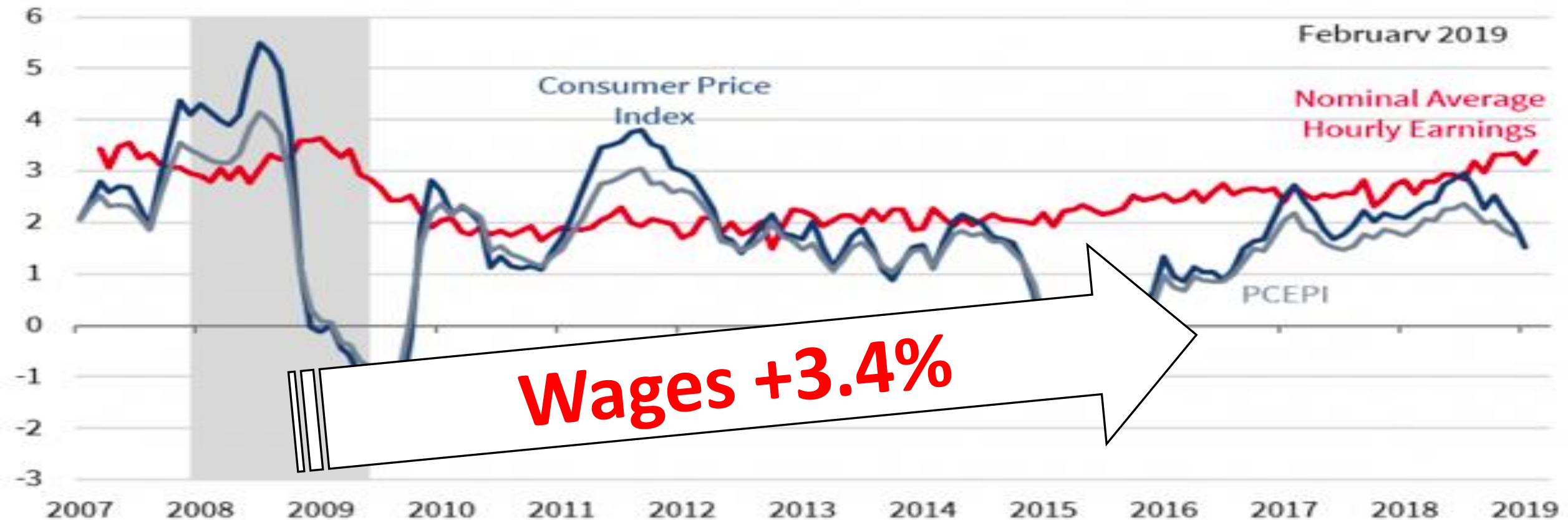
SOURCE: [TRADINGECONOMICS.COM](https://tradingeconomics.com) | U.S. BUREAU OF LABOR STATISTICS



# Real Wage Growth

## Average Hourly Earnings for Total Private Workers

Year-over-Year Change (Percent)

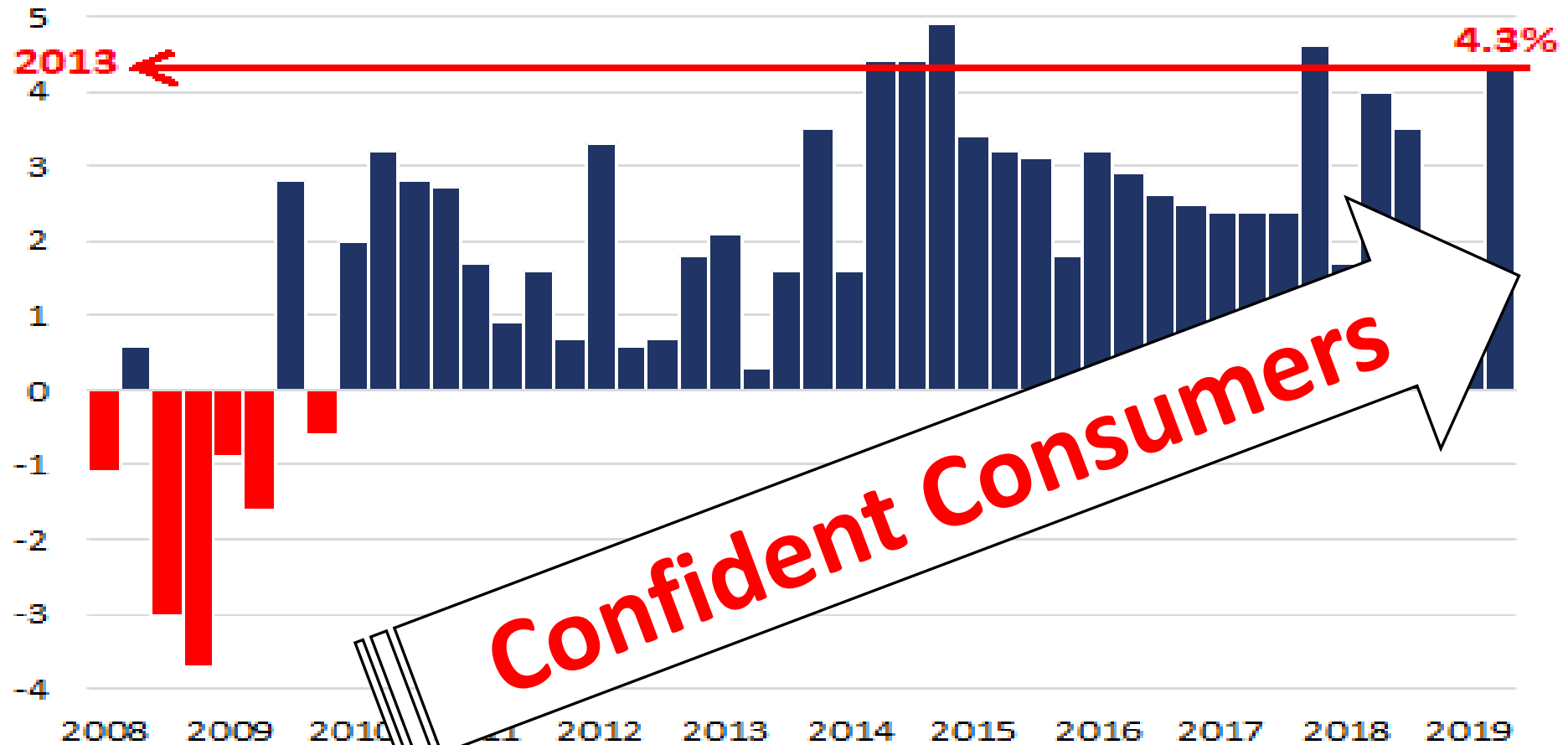


Sources: Bureau of Labor Statistics; Bureau of Economic Analysis.

Note: PCEPI data are available through December 2018. CPI data are available through January 2019.

# Consumer Spending

**Hot US Consumer Spending Growth in Q2**  
**From Prior Quarter, Annualized % Rate, "Real"**

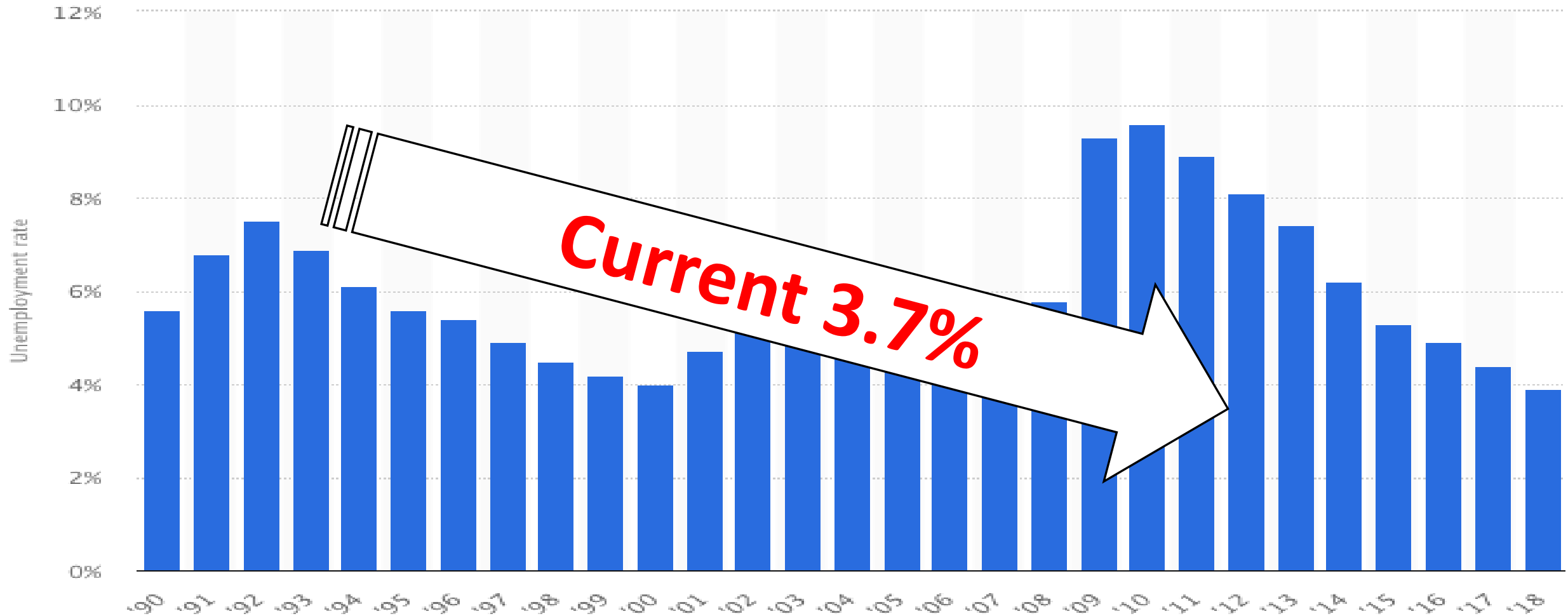


Sources: BEA,

WOLFSTREET.com

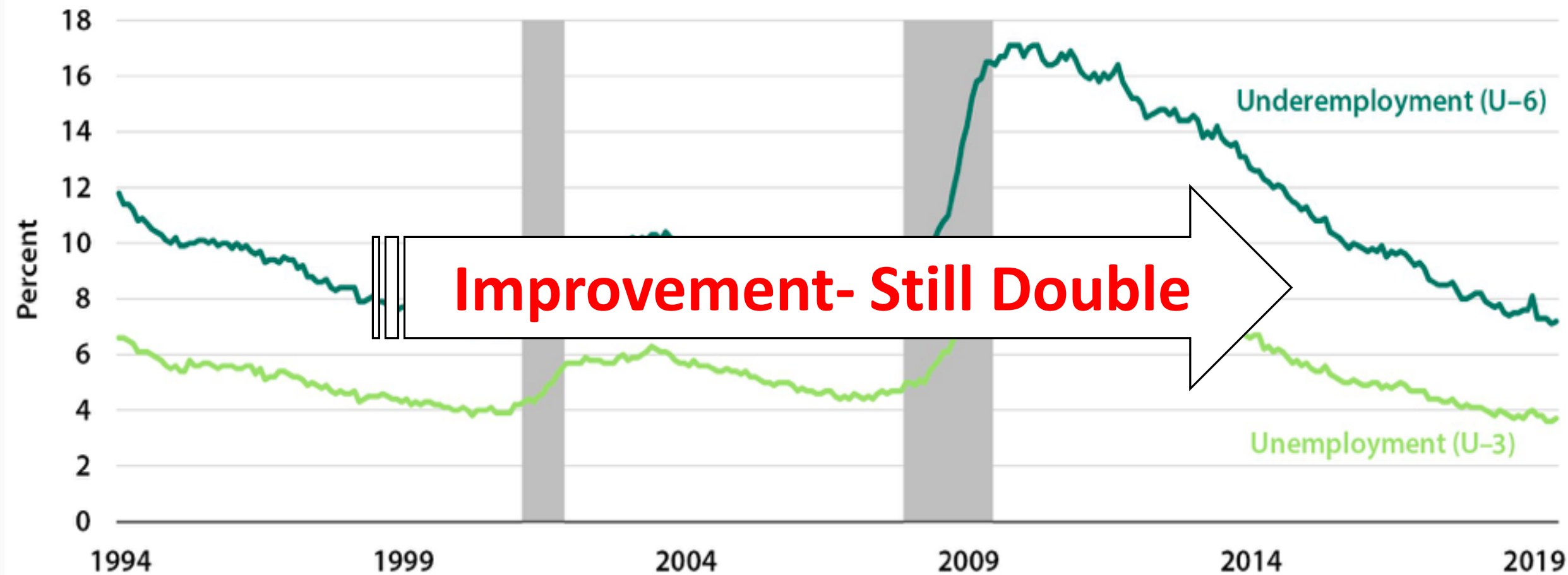


# Unemployment Rate Current



# Underemployment Rate Current

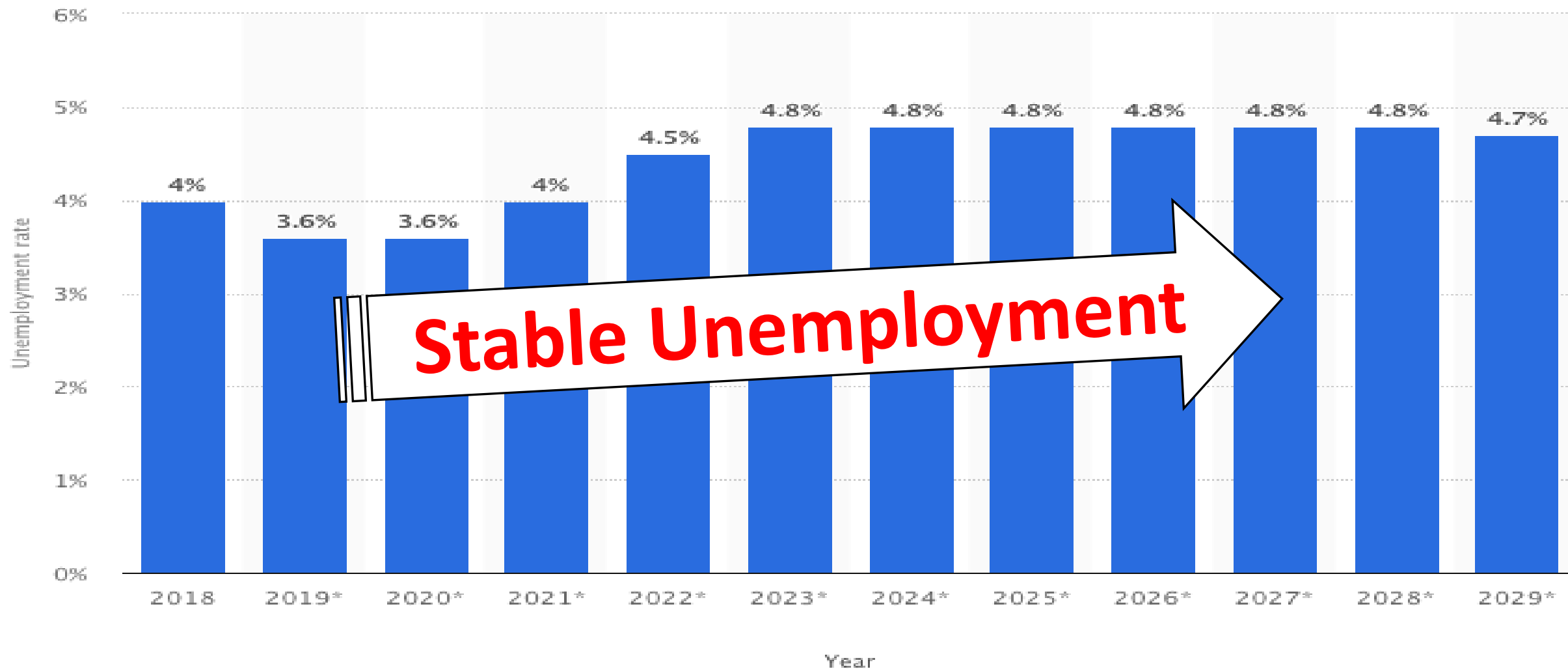
Unemployment and Underemployment Rates, 1994–2019



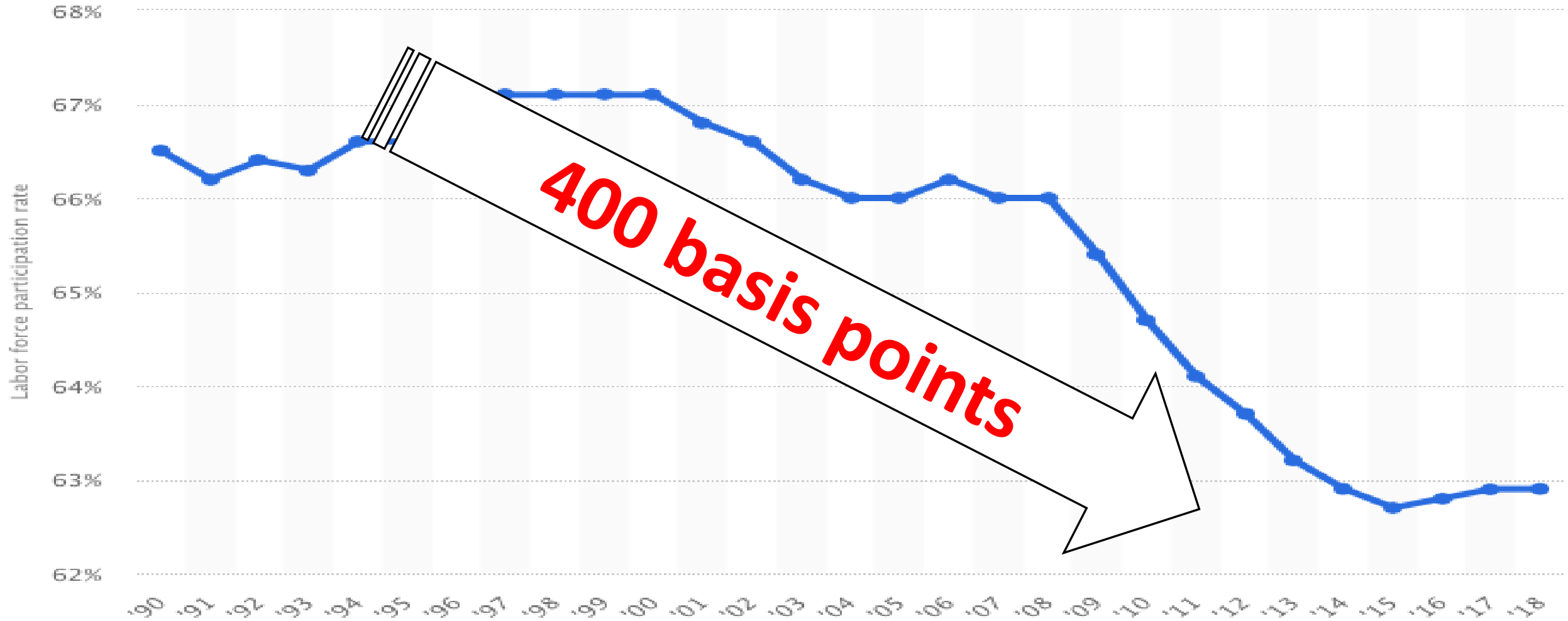
Source: Bureau of Labor Statistics 1994–2019.



# Unemployment Rate Outlook

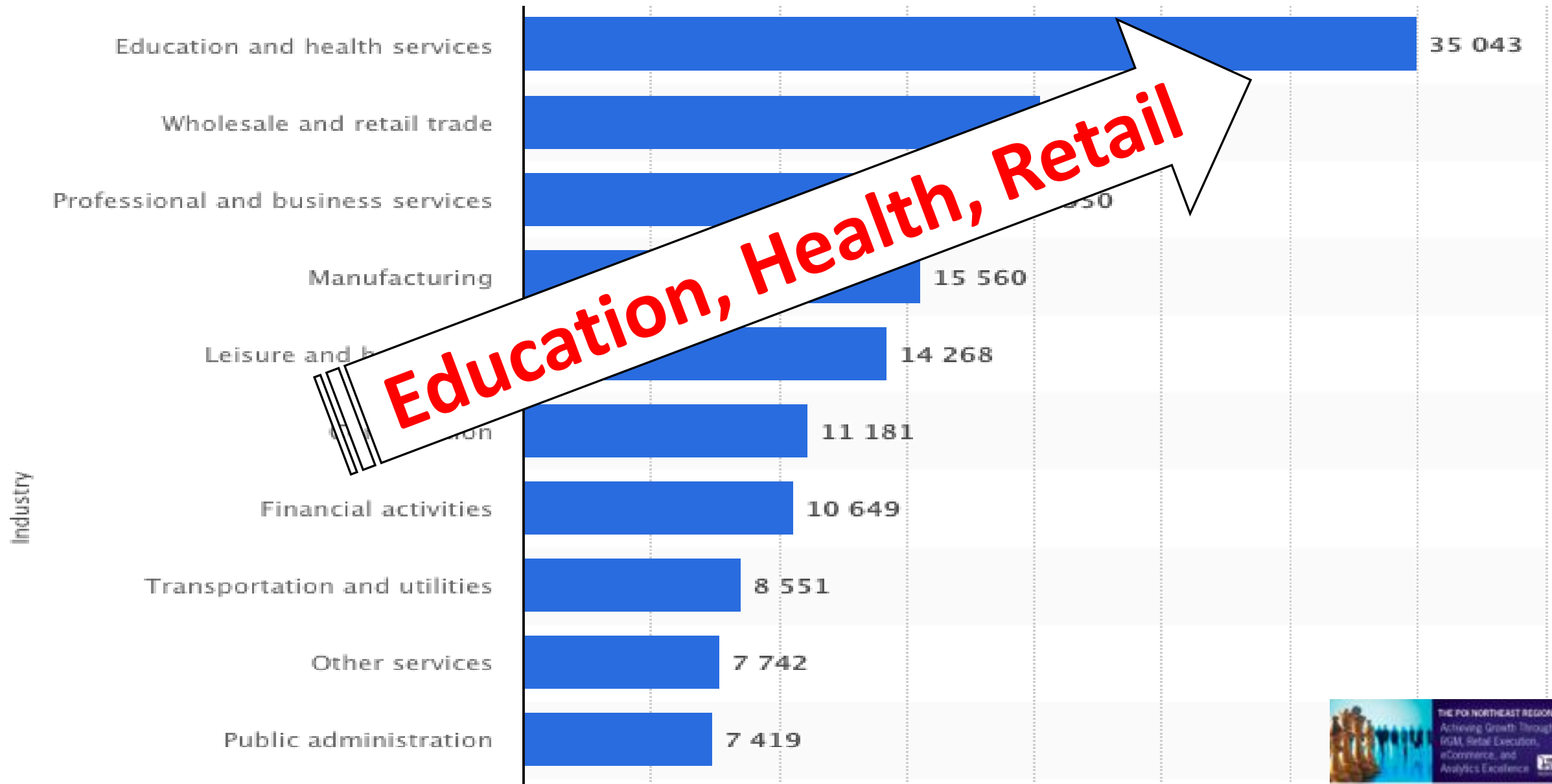


# Workforce Participation Rate

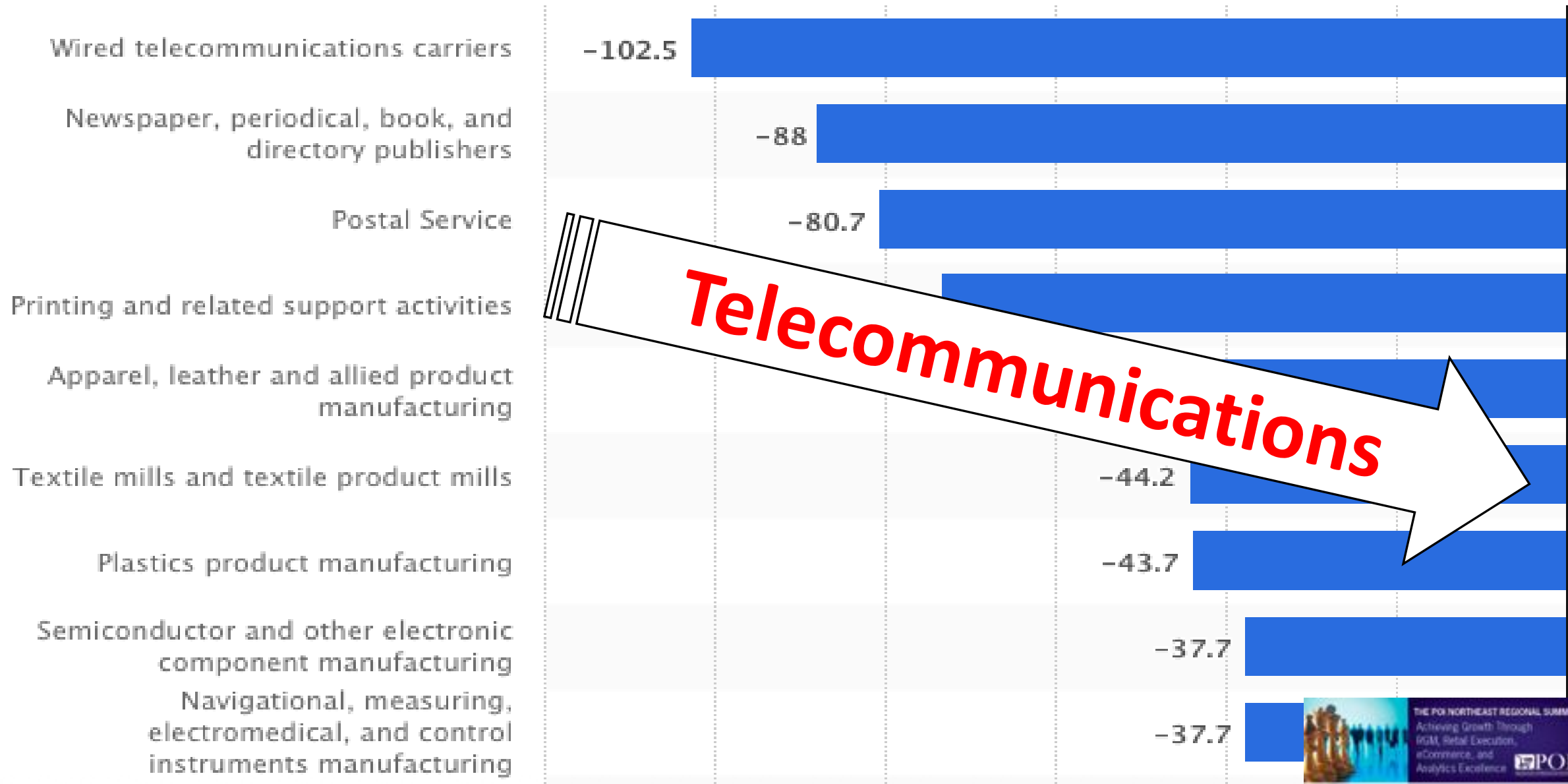




# Employment by Sector Current



# Employment Sector Decline Outlook





# Personal Income vs Consumption



# Total Retail and Growth Contribution

## US Retail Sales, by Segment, 2018 & 2019

billions, % change and % of total

	2018	2019	% change	% of total 2019 spending	% of 2019 growth contribution
<b>Brick-and-mortar/ in-store</b>	<b>\$4,827.09</b>	<b>\$4,924.12</b>	<b>2.0%</b>	<b>89.1%</b>	<b>55%</b>
<b>Ecommerce</b>	<b>\$525.69</b>	<b>\$605.30</b>	<b>15.1%</b>	<b>10.9%</b>	<b>45%</b>
Desktop	\$317.55	\$334.92	5.5%	6.1%	10%
Mobile	\$208.13	\$270.38	29.9%	4.9%	35%
—Smartphone	\$148.79	\$205.15	37.9%	3.7%	32%
—Tablet	\$57.71	\$63.49	10.0%	1.1%	3%
—Other mobile	\$1.64	\$1.74	6.3%	0.0%	0%
<b>Total</b>	<b>\$5,352.78</b>	<b>\$5,529.42</b>	<b>3.3%</b>	<b>100.0%</b>	<b>100%</b>

*Note: includes products or services ordered using the internet, regardless of the method of payment or fulfillment; excludes travel and event tickets, payments such as bill pay, taxes or money transfers, food services and drinking place sales, gambling and other vice good sales*

*Source: eMarketer, Oct 2018*

243053

www.eMarketer.com

Growth on all platforms

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# Retail

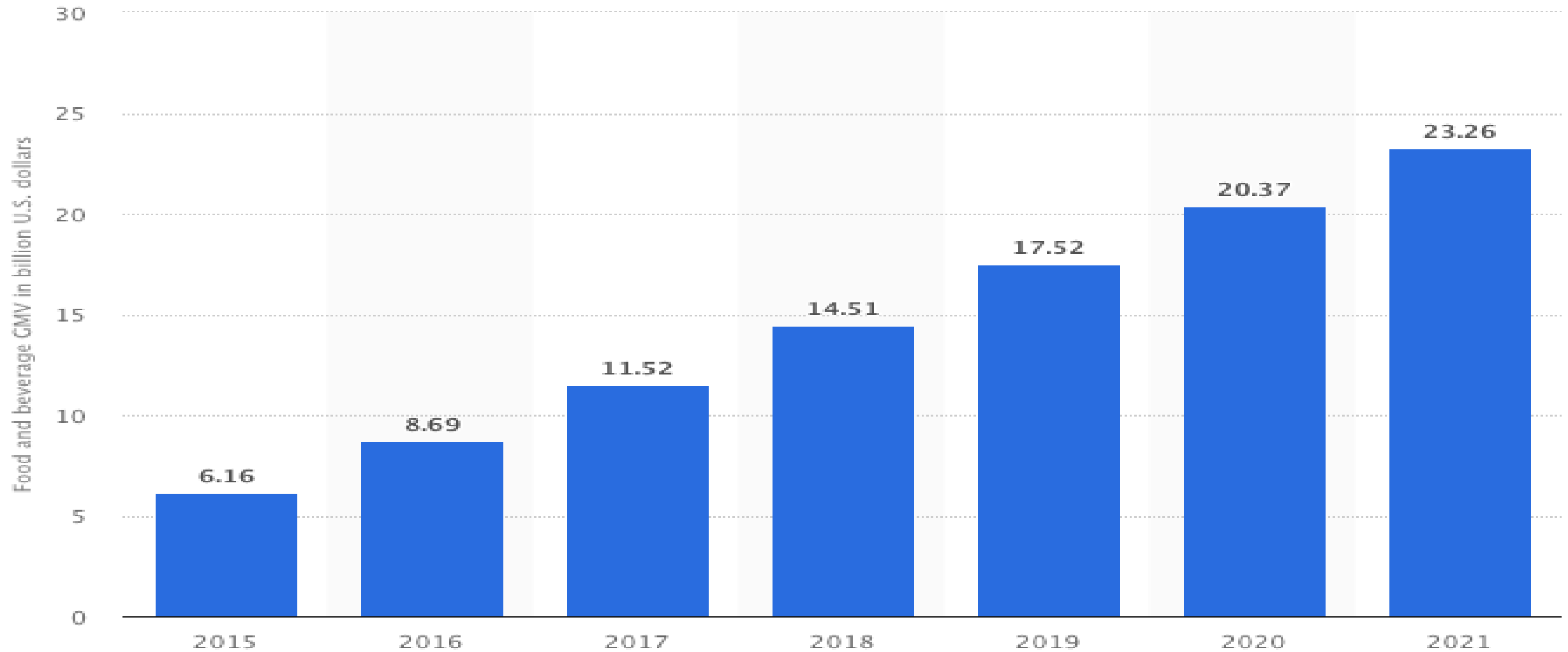


# 2014 vs Today

1. Walmart
2. Kroger
3. Costco
4. Target
5. Safeway
6. Publix
7. Ahold US
8. Albertsons
9. HEB
10. Delhaize

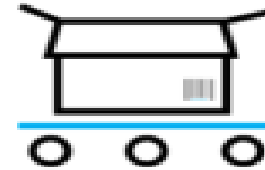
1. Walmart
2. Kroger
3. Costco
4. Walgreens/Boots
5. CVS
6. Target
7. Albertsons
8. Ahold Delhaize
9. Publix
10. Aldi

# Amazon Food and Beverage



# Inflation Growth vs Tonnage

## CPG BRICK & MORTAR - TOP LINE PERFORMANCE



**Total Food Tonnage Flat**

**DOLLARS**

**\$813.1B**

+2.2% vs. year-ago

**UNITS**

**252.6B**

+0.4% vs. year-ago

Source: Nielsen Retail Measurement Services, inclusive of Nielsen's Total Food View, Total U.S. All Outlets Combined (xAOC), 52 weeks ended Apr. 27, 2019 vs. year-ago



# Format Trends

## TRIP ANALYTICS BY CHANNEL

	Total Channels	Drug Stores	Dollar Stores	Warehouse Club	Pet Stores	Mass Merch & Supers	Value Grocery	Conventional Grocery	Premiere Fresh Grocery
TRIPS/SHOPPER	168	20	31	15	7	39	18	60	14
TRIPS/SHOPPER % CHANGE	1.5	-0.1	2.4	0.8	2.1	3.2	0.1	2.0	2.8
\$ SPEND/TRIP	31	20	13	69	35	41	27	33	22
\$ SPEND/TRIP % CHANGE	-0.3	-0.6	0.5	-0.5	-0.7	-1.1	-4.8	0.5	2.2
UNITS/TRIP % CHANGE	0.0	-4.9	1.7	2.8	-4.2	-0.5	-0.8	-0.4	1.1

**Trips up overall**  
**Mass trips up significantly**  
**Most value retailers showing deflation**

# Online Sales Trend

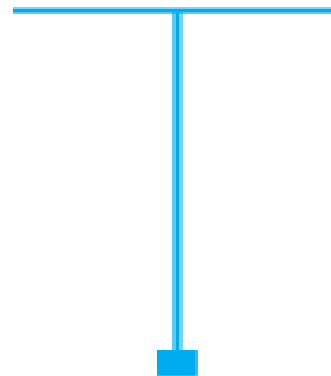
## THE AGE OF ONLINE



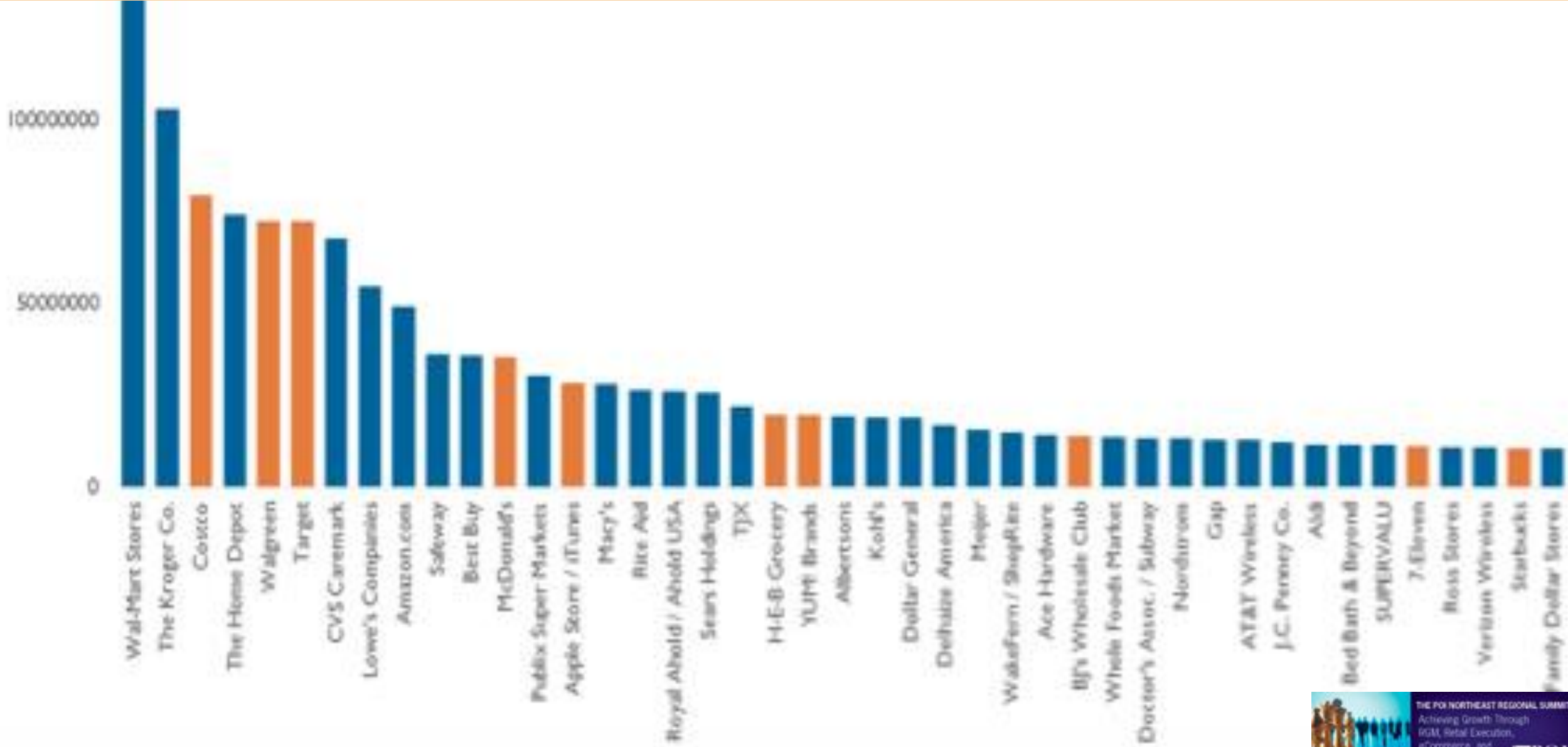
ONLINE CPG SALES ARE SET TO

**DOUBLE**

IN THE NEXT 5 YEARS WORLDWIDE



# Retailer Partnerships





Apple Store



POSTMATES



CHIPOTLE

MEXICAN GRILL



DOORDASH



TACO BELL

WHOLE FOODS  
MARKET

Instacart

H-E-B

Costco  
WHOLESALE

BJ's

CVS  
pharmacy™  
now at 

TARGET



# Retailer Partnerships



**\$85.35** 2007

## JCPenney Stock Price 2007-2018



A new Disney Shop is located inside Oakwood Mall's JCPenney.



# Malls as Entertainment Centers

BUSINESS ▶ RETAIL

AUG 30, 2018 1:26PM PT

## Could Empty Stores in Malls Be Used to House the Homeless?

By Hilary George-Parkin

[f](#) [t](#) [t](#) [p](#) [r](#) [+](#)



# Malls with Grocery Stores





# Mobile!



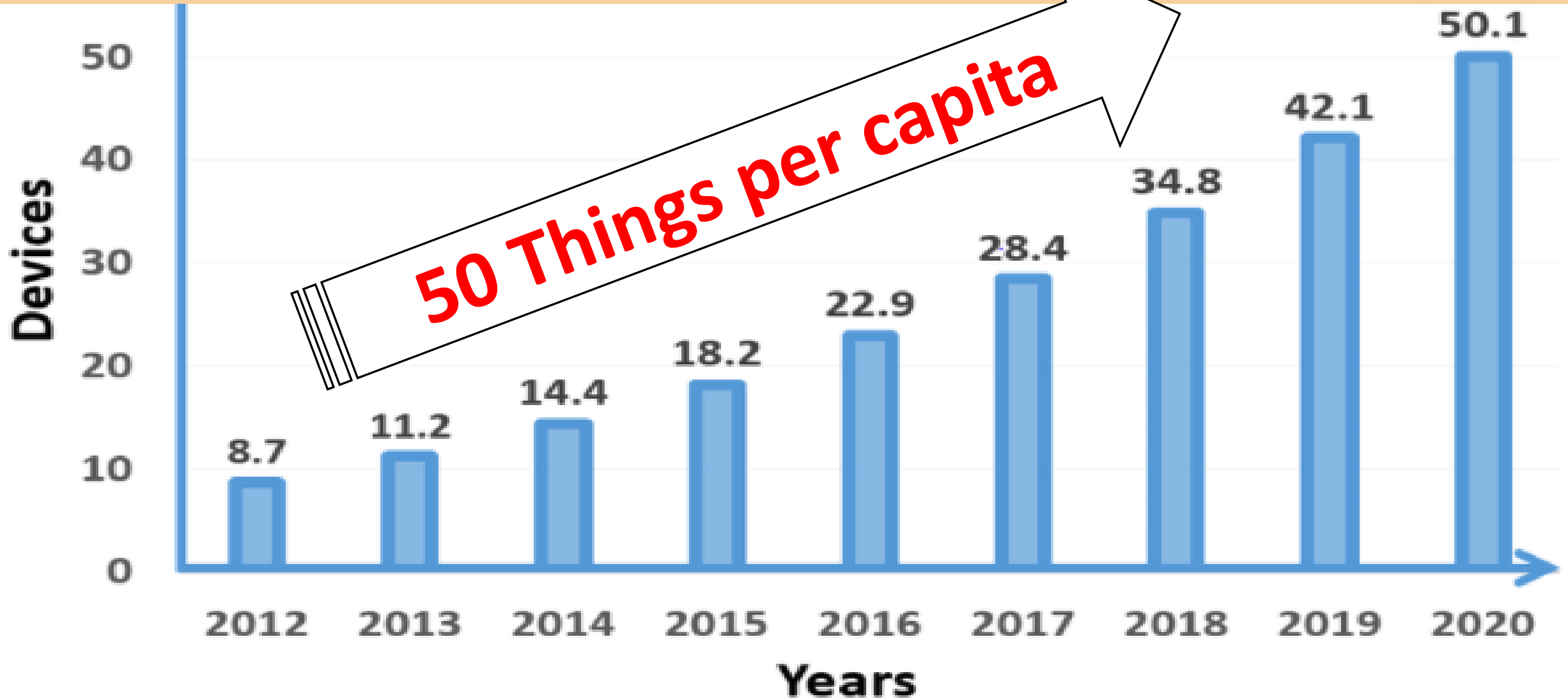
**CitrusBits**



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eCommerce, and  
Analytics Excellence



# Connected Things



# Have you used your smartphone in the bathroom?

% said "Yes"

Under 20 yrs

97%

20-29 yrs

91%

29-45 yrs

80%

46-66 yrs

65%

66+

47%

#5



SOCIAL GROOMING  
Millennials need to  
connect anytime  
anywhere because they  
need to constantly  
maintain social networks

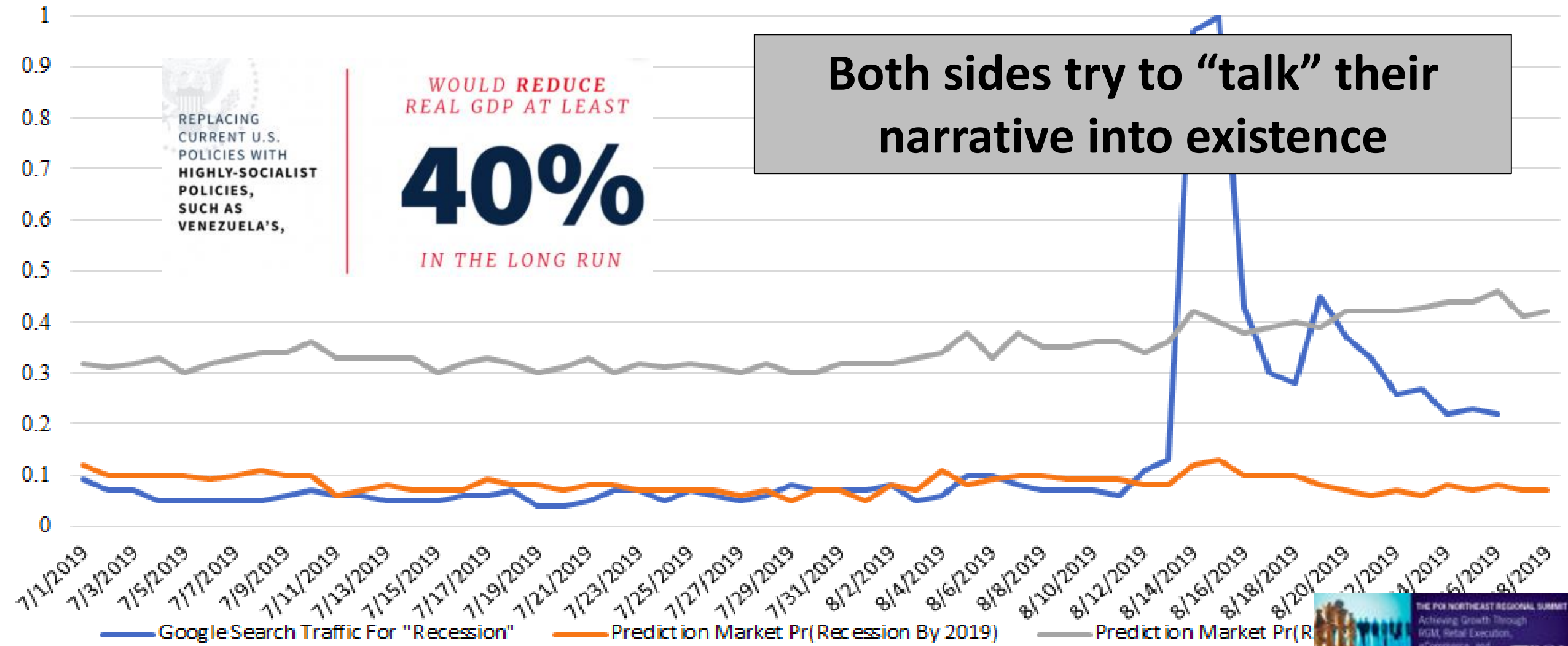
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# Political Environment



# Political Environment

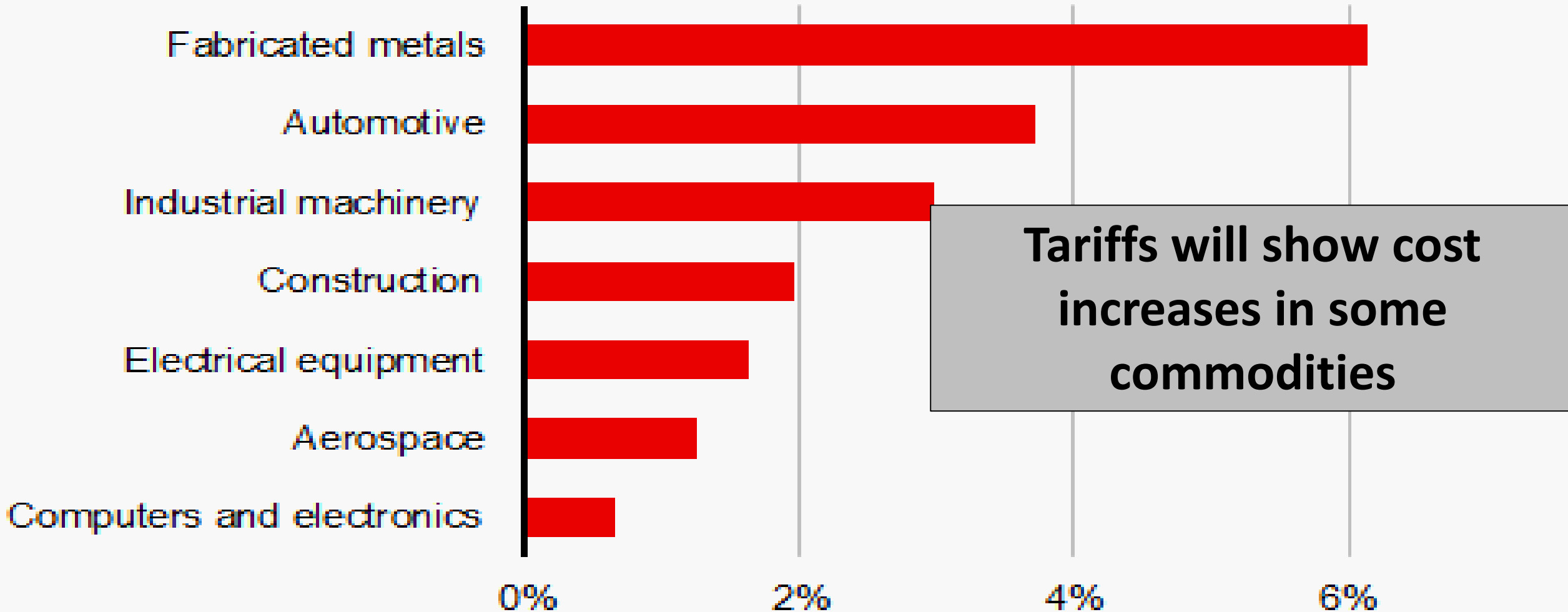
## The "Recession" Narrative





# Political Environment

% change in material costs



Source: Oxford Economics

Note: Includes second-round supply chain effects of metal products purchases b

**Why?**

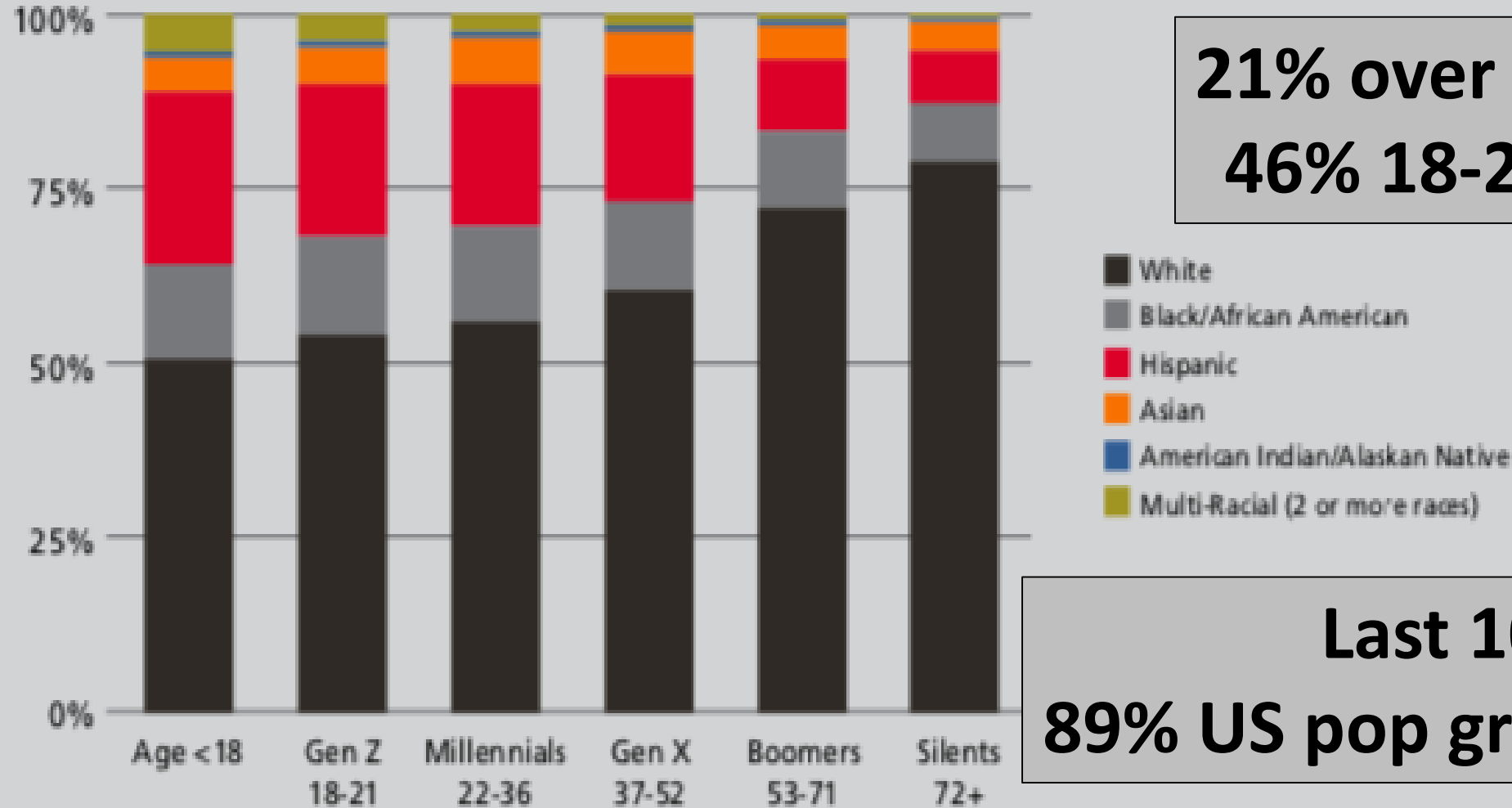
**Who?**

**How?**

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# Demographics and Generations

# Demographic Shift

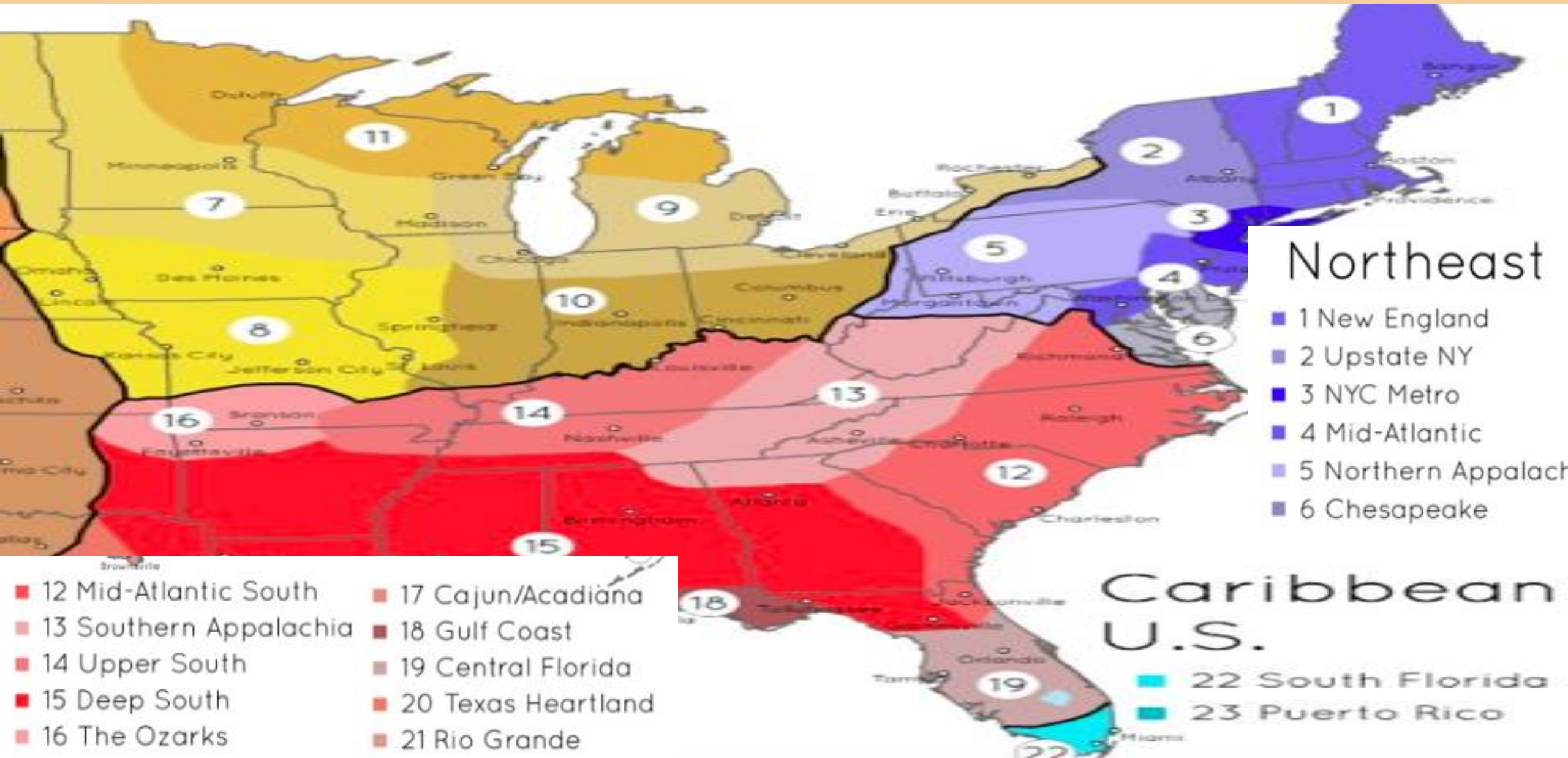


**21% over 75 non-white**  
**46% 18-21 non-white**

**Last 10 years:**  
**89% US pop growth non-white**

SOURCE: U.S. Census Bureau, American Community Survey, July 1, 2016 figures

# Regional Similarities





# Who are these people?

	Gen Z	Millennials	Gen X	Boomers	Silents
<b>Age/Birth Years</b>	12-21 1996-2005	22-36 1981-1995	37-52 1965-1980	53-71 1946-1964	72+ Before 1946
<b>Population Size<sup>1</sup></b>	42.1 million (7% of shoppers 18+)	67.1 million (27% of shoppers 18+)	65.7 million (26% of shoppers 18+)	72.1 million (29% of shoppers 18+)	27.5 million (11% of shoppers 18+)
<b>Average Household Size<sup>2</sup></b>	3.18	2.85	2.92	2.78	1.87

**Global  
Diverse**

**Optimistic  
Unmarried**

**Tolerant  
Liquid**

<sup>1</sup> U.S. Census Bureau, 2016 Population estimates by age, July 1, 2016

<sup>2</sup> Acosta Custom The Why? Behind the Buy™ study, Spring 2017

# Who's next?

## Attributes – Millennials vs. Gen Z

### Millennials

Tech Savvy: 2 screens at once

**Communicate with text**

Curators and Sharers

Now-focused

Optimists

Want to be discovered

vs

### Gen Z

Tech Innate: 5 screens at once

**Communicate with images**

Creators and Collaborators

Future-focused

Realists

Want to work for success

# It's already happening!

Anti-Boomers

Risk avoidance

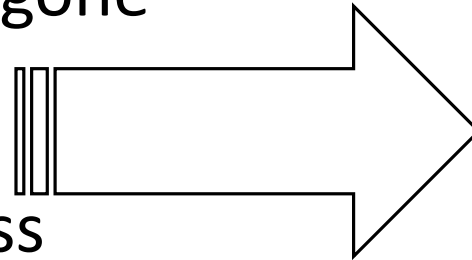
“Retail Therapy” is gone

Diversity rules

Social consciousness

Internet of things

Experience first



Frugality

Sharing

Shop for needs

Look at your customers

You must stand for something

Everything's connected

Trend

# Next Generation Traits

## Five Things to Know about Millennial Shoppers

1

**They're less brand loyal than other generations.** Retailers and brands still have time to win the hearts and wallets of Millennial shoppers. We see a dichotomy in brand engagement, as 48 percent of Millennial shoppers agree that I don't care which brand I buy, but will switch when I find a better deal, but on the converse, 45 percent of Millennial shoppers agree they like sharing their experiences with their favorite grocery brands when with family and friends.

2

**They are price-conscious shoppers.** More Millennial shoppers are buying more store brands to save money, with 57 percent agreeing that they compare the price-per-ounce part of price tags when shopping. Price is important, as 61 percent of Millennial shoppers agree that I select products based on price.

3

**They are interested in ingredient transparency, healthy and fresh.** Millennial shoppers are interested in ingredients and sourcing, so brands need to be transparent, and focus on quality. 61 percent of Millennial shoppers indicate they usually look at a product label or packaging before buying. 57 percent of Millennial shoppers agree that I buy organic or natural foods even though they are more expensive, which is counter to their price-consciousness.

4

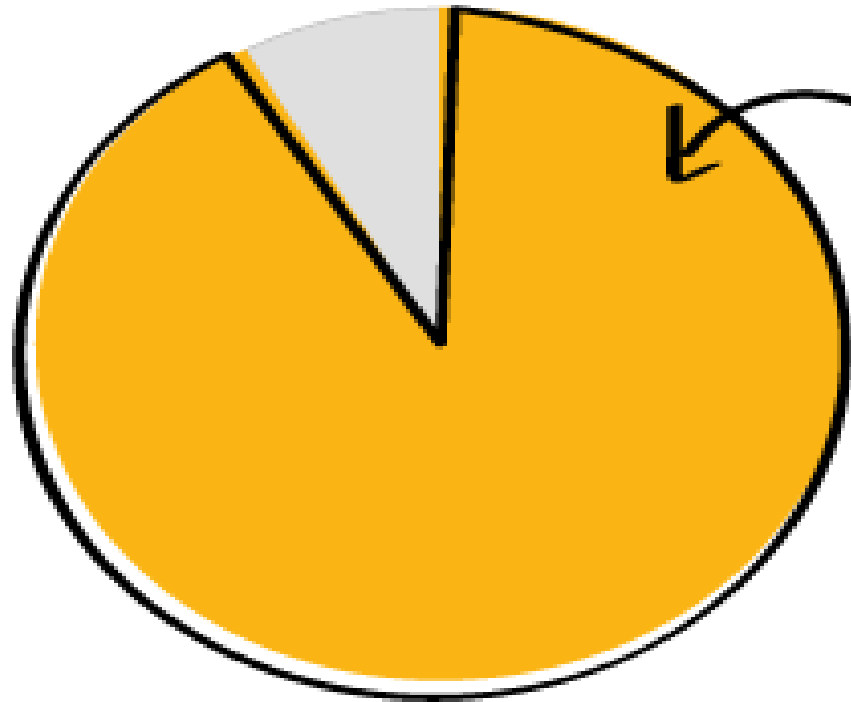
**They're driven by speed and convenience.** Across generations, they seek convenience. Fifty-eight percent of Millennial shoppers agreed that they try to do their grocery shopping online. Millennial moms agreeing I'd like some help grocery shopping faster, so I can spend less time in store.

5

**Millennial moms matter.** Almost half of Millennial shoppers (46 percent) indicate having children under 18 in their household, compared to just one-third of total U.S. shoppers. With those extra mouths to feed, Millennial parents report spending an average of \$360 per month on groceries, over \$100 more per month than Millennials without children, who spend an average of \$245 monthly.

Little brand loyalty  
Price Conscious  
Health focused  
Speed and convenience

# Who do we listen to?



**92%** of consumers trust recommendations from their friends and family over all forms of advertising

Source: Nielsen



# Who else do we listen to?

70%

of people trust opinions of other unknown people shared online

Source: Nielsen Global Online Consumer Survey

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# Purchase Behavior

# Simplification Craving



67%

The infographic consists of a large blue square. Inside the square, the text '67%' is written in a large, white, sans-serif font. Below the square, the text 'OF AMERICANS FEEL MORE OVERWHELMED BY' is written in a smaller, blue, sans-serif font.

OF AMERICANS  
FEEL MORE  
OVERWHELMED  
BY



35%

The infographic consists of a large blue square. Inside the square, the text '35%' is written in a large, white, sans-serif font. Below the square, the text 'OF AMERICANS CLAIM THEY ARE MORE DISLOYAL, NOW MORE LIKELY TO TRY NEW BRANDS' is written in a smaller, blue, sans-serif font.

OF AMERICANS  
CLAIM THEY ARE  
MORE DISLOYAL,  
NOW MORE LIKELY  
TO TRY NEW  
BRANDS

Sources: 1) Nielsen Homescan US survey of 19,313 respondents surveyed in March 2019, 2) Nielsen Global Loyalty Survey, Q1 2019

# Health and Wellness





# Health and Social Consciousness

## TOP WELLNESS CLAIMS - Q1 2019

...

Latest 52 Weeks vs. Year-Ago

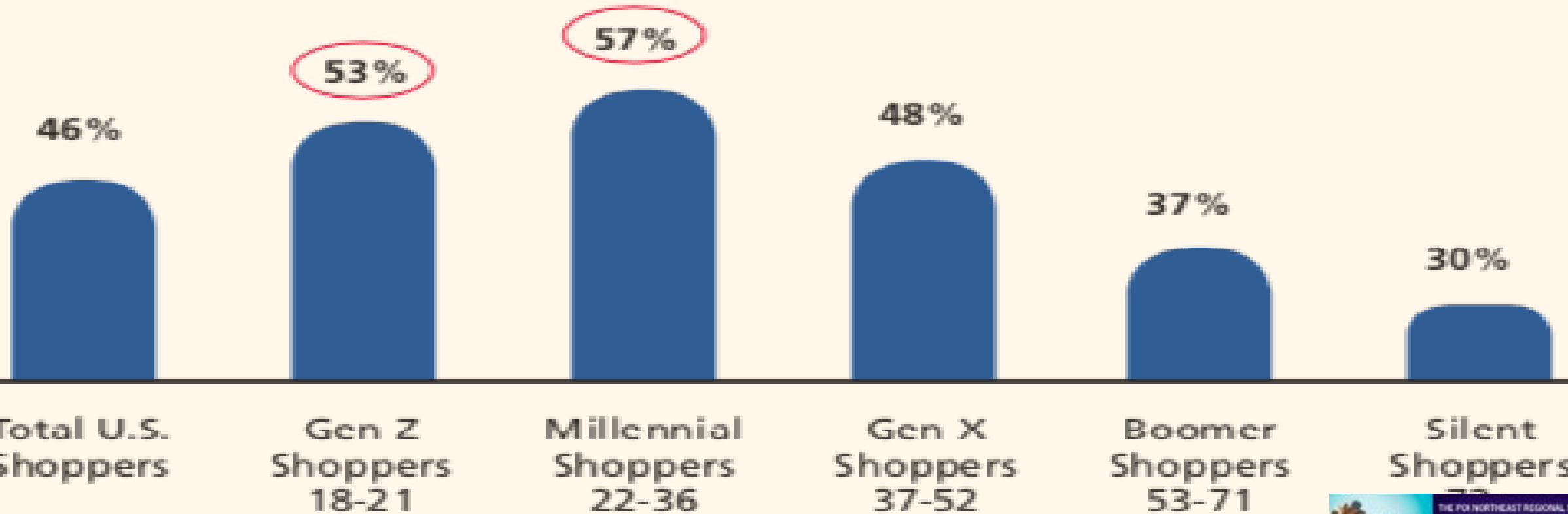
Q1 2019 vs. Q1 2018

PRODUCT CLAIM	DOLLARS	\$ % GROWTH
CRUELTY FREE	\$1.31B	28.7
GRASS FED	\$1.09B	25.1
OIL FREE	\$43M	23.1
GRAIN FREE	\$1.16B	21.7
CORN FREE	\$1.88B	20.2

Source: Nielsen Retail Measurement Services, inclusive of Nielsen's Total Food View, Total U.S. All Outlets Combined (xAOC) including Convenience Stores, 52- and 13-week periods ended March 30, 2019 vs. year-ago

# Store Brand Acceptance

*Buying more store brands to save money  
(% Shoppers indicating the statement:  
Describes me perfectly/Describes me very well)*



Indicates significantly higher than Total U.S. Shoppers at a 95% confidence level

# Store Brand Growth

## DOLLAR SALES & GROWTH

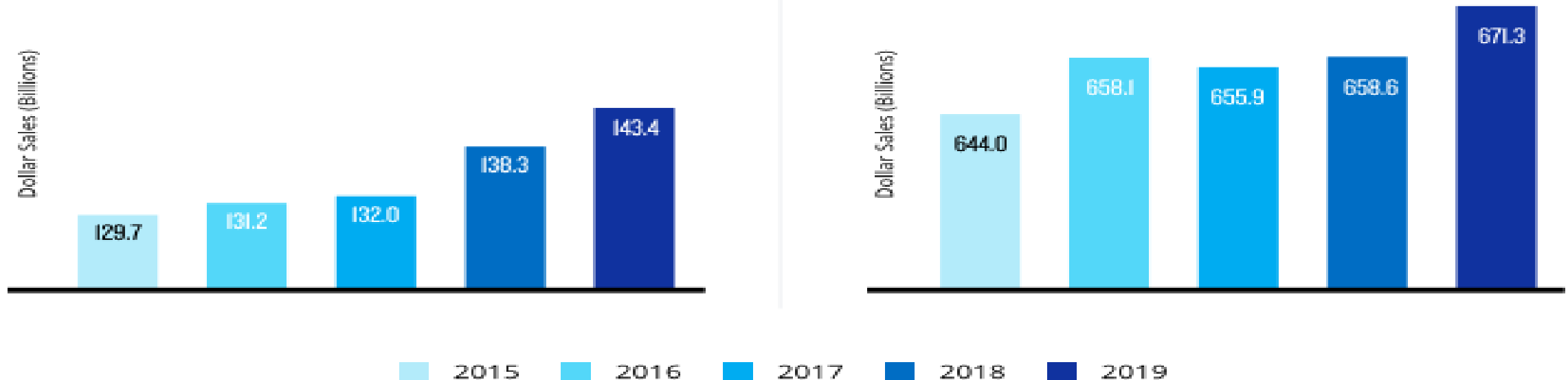
### PRIVATE LABEL

+3.7% vs. year-ago  
+2.5% (4-year CAGR)

**SB's +3.7%**  
**Branded +1.9%**

### BRANDED PRODUCTS

+1.9% vs. year-ago  
+1.0% (4-year CAGR)



Source: Nielsen Retail Measurement Services, inclusive of Nielsen's Total Food View, Total U.S. All Outlets Combined (xAOC), 52 weeks ended May 25, 2019 vs. year-ago  
CAGR - Compounded Annual Growth Rate

# Checkout Free





# Self Checkout



# Delivery and Pick Up



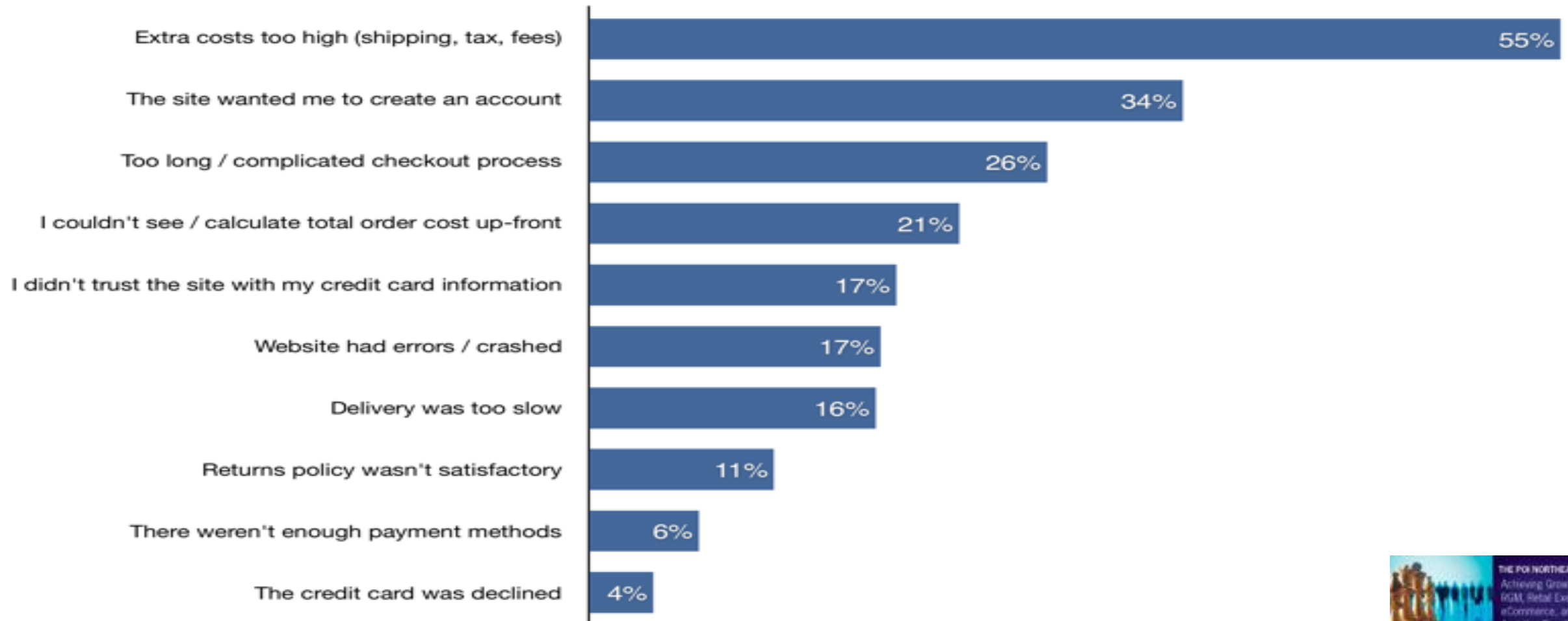


# Delivery and Pick Up

## Reasons for Abandonments During Checkout

2,584 responses · US adults · 2018 · © baymard.com/checkout-usability

*"Have you abandoned any online purchases during the checkout process in the past 3 months? If so, for what reasons?"*  
Answers normalized without the 'I was just browsing' option



# Sales Trends

**\$435B**

in U.S. e-commerce, CPG online sales account for \$65B

**43%**

of CPG dollar growth has been driven by e-commerce this year

**+24%**

growth in spending per buyer online among Americans

Source: Nielsen E-commerce measurement powered by Rakuten Intelligence, Total U.S., 52 weeks ended Jan. 31, 2019; Forecasts based on multiple statistical modeling techniques using data from Nielsen Retail Measurement and Consumer Panel services; government and UN sources; historical trends; reported revenues from major e-retailers; infrastructure, key macro-economic & social drivers; leading industry sources

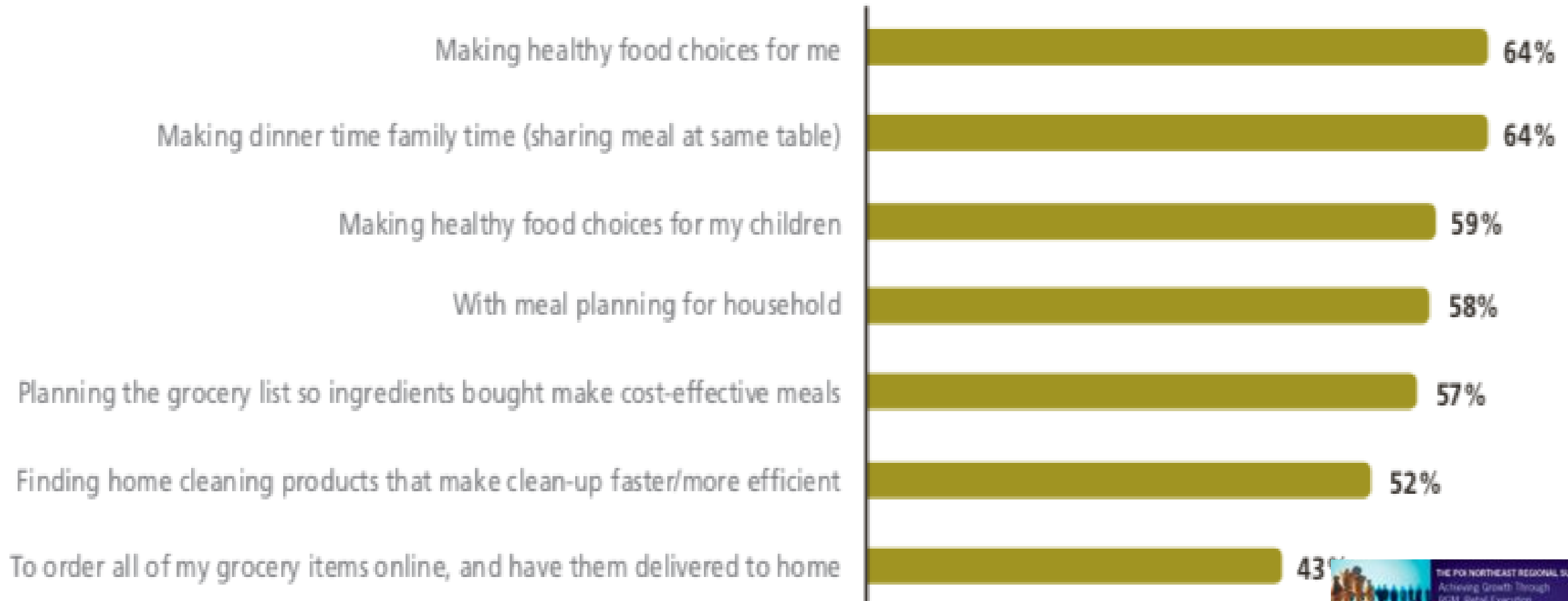


# Closed Loop



# Meal Help

## *Percent of Millennial Mom Shoppers wanting help:*



# Diet Shifts

Vegetarian Diet (+1.0%)

\$263.8B

Pescetarian Diet  
(+0.5%)

\$106.4B

Plant Based Diet  
(+1.6%)

\$80.1B

Vegan Diet (+1.7%)

\$62.4B

Source: Nielsen Product Insider, powered by Label Insight, Total US All Outlets (xAOC), 5 weeks ended Apr. 27, 2019 vs. year-ago

# Food as Medicine

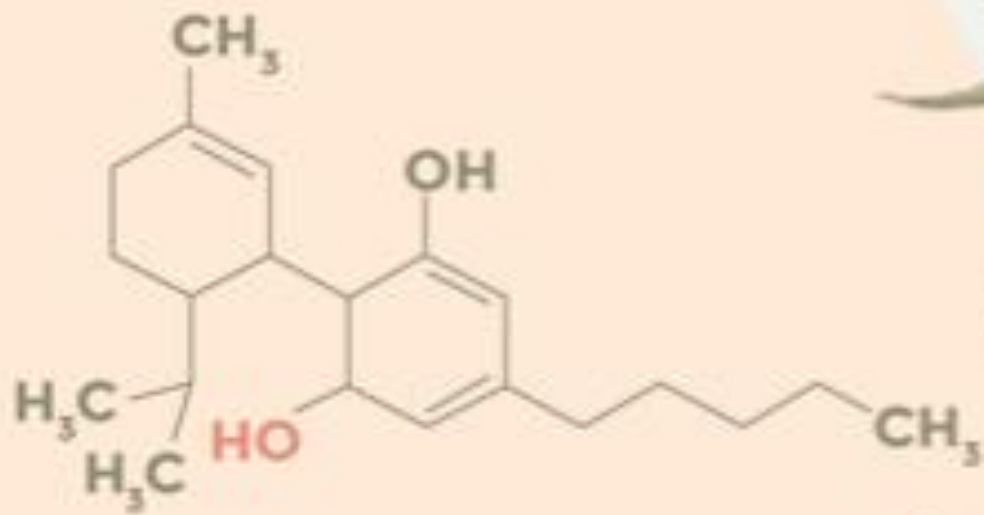
*"When diet is wrong, medicine is of no use. When diet is correct, medicine is of no need."—Ayurvedic proverb*

- Ginger (fresh or dried into powder): Excellent digestive aid with numerous health benefits including helping to reduce inflammation
- Turmeric: Powerful medicinal spice that helps to balance the whole person, physically and mentally. Anti-inflammatory benefits.
- Ghee: Alternative to regular butter
- Legumes: Highly nutritious, use spices to enhance digestibility by soaking, sprouting, or cooking
- Raw nuts, seeds, oils: Full of nutrients, antioxidants, and help promote a healthy cardiovascular system. Soaking nuts and seeds overnight will enhance digestibility. Oils lubricate the digestive tract, improving digestion.
- Honey: An excellent alternative to sugar, honey boosts immunity and increases energy. Avoid cooking with honey as heat decreases the nutritional benefits and may cause deleterious effects.

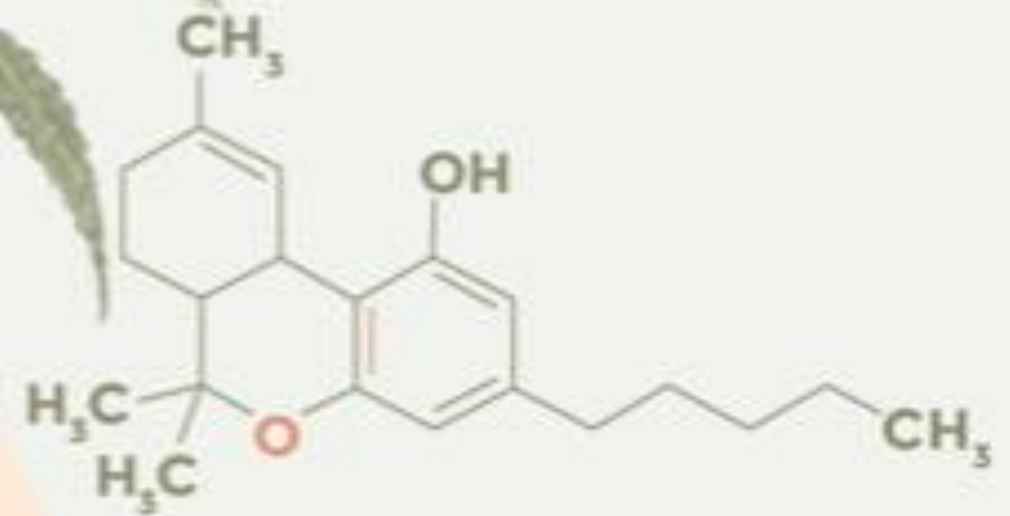
**Mass rejection of medicines  
Using food as medicine**



# THC



# CBD



# CBD and THC

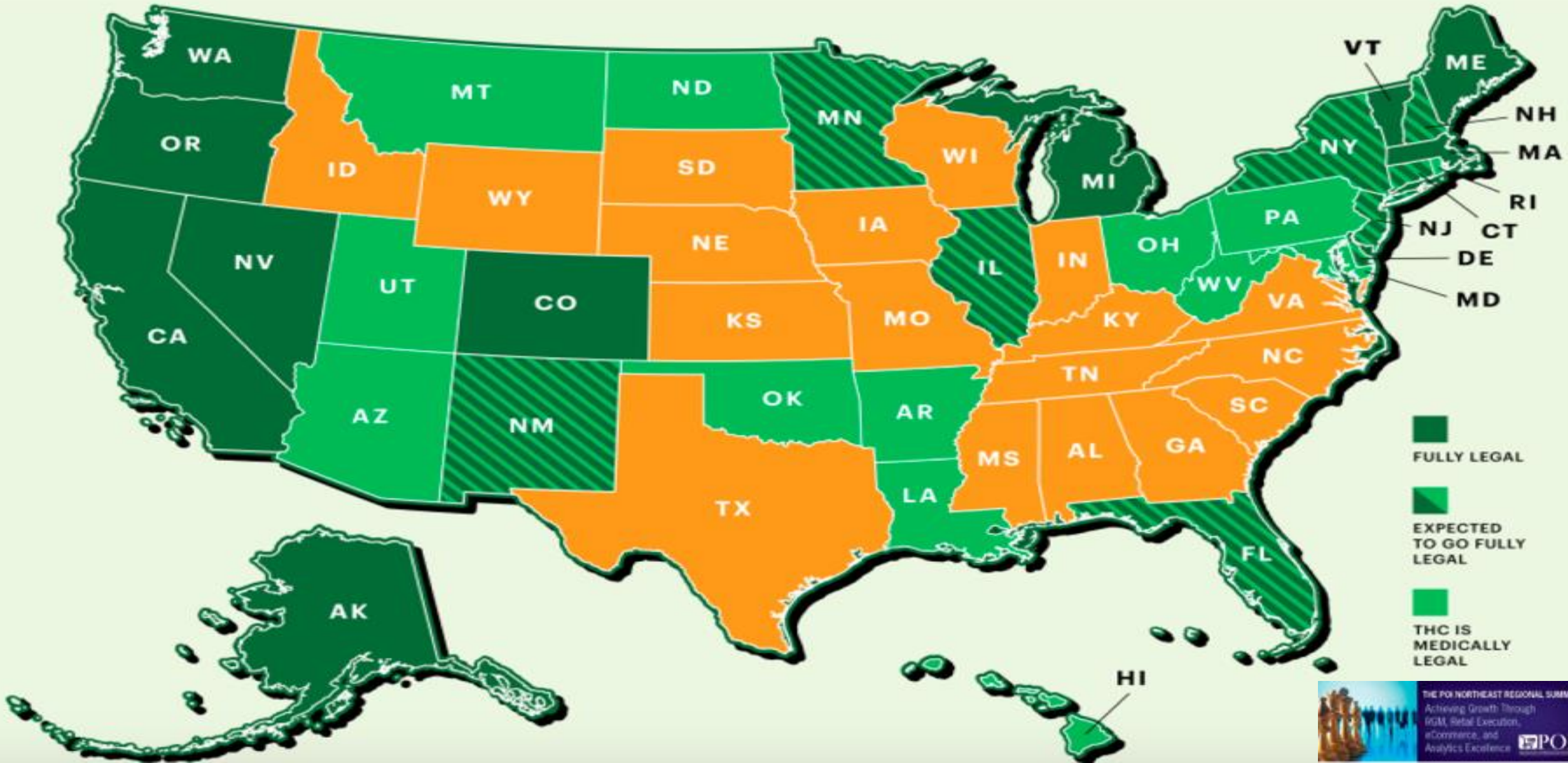
## THC ● CBD ■

- ■ PROTECTS AGAINST CANCER
- ■ REDUCES NAUSEA
- ■ REDUCES PAIN
- CAUSES DROWSINESS
- INCREASES APPETITE
- ■ ANTIDEPRESSANT
- ■ RELIEVES SPASMS
- DECREASES SEIZURES
- REDUCES ANXIETY
- ANTIMICROBIAL
- ANTIBACTERIAL

- ■ MUSCLE RELAXANT
- ■ PROTECTS NERVOUS SYSTEM
- ANTI-DIABETIC
- IMPROVES BLOOD CIRCULATION
- RELIEVES PSORIASIS
- ■ RELIEVES CROHN'S DISEASE
- ■ ANTI-INFLAMMATORY
- BONE STIMULANT
- RELIEVES RHEUMATOID ARTHRITIS
- ■ ANTIOXIDANT
- ANTIPSYCHOTIC



# CBD and THC





# A confluence of....

Economic growth

Employment

Politics

Social proliferation

Hyper distraction

Hyper channels

Buying changes



**Why?**

**Who?**

**How?**



# Dueling discounters: Aldi, Lidl open New Jersey stores on the same day





# What makes you special?





# Never take a third strike!



# Speed up!

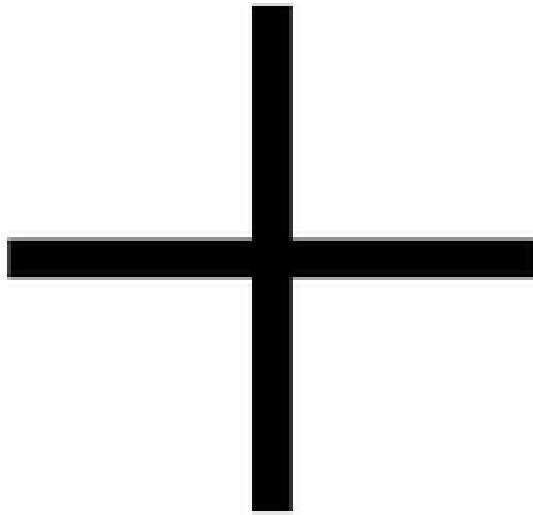




Innovate

A movie poster for the film 'Sharknado'. It features a large, dark shark with its mouth open, showing sharp teeth, swimming in a turbulent, brown, swirling mass that resembles a hurricane or a massive storm. In the background, a Ferris wheel is visible, partially obscured by the storm. The title 'SHARKNADO' is written in large, bold, red capital letters with a white outline, positioned across the middle of the image.

# SHARKNADO





# Sell the Experience



# Health and Wellness





# Multicultural

## Foreign-Born Population Living in the United States

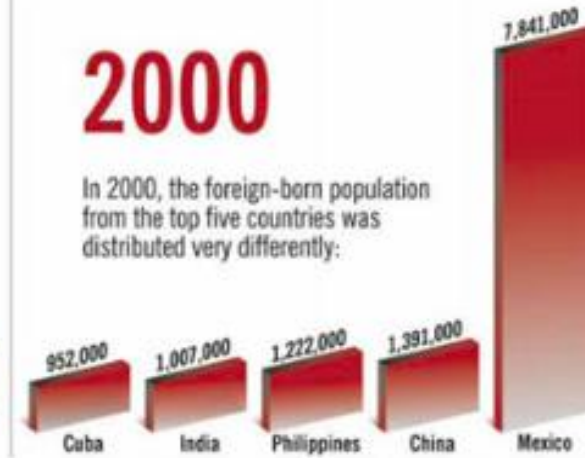
### 1960

In 1960, the foreign-born population in the United States (from the five principal countries of origin) was relatively diverse:

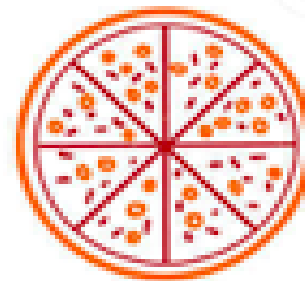


### 2000

In 2000, the foreign-born population from the top five countries was distributed very differently:



Sources: Carlisle J. Gheen and Emily Lemons, "Historical Census Statistics on the Foreign-Born Population of the United States: 1890-1990" (Population Division Working Paper No. 29, U.S. Census Bureau, February 1995), and "Profile of the Foreign-Born Population in the United States: 2000" (Washington: U.S. Census Bureau, Current Population Reports, Series C20-30A, 2001).



DELICIOUS  
**PIZZA**



# Socialize



# Get the picture



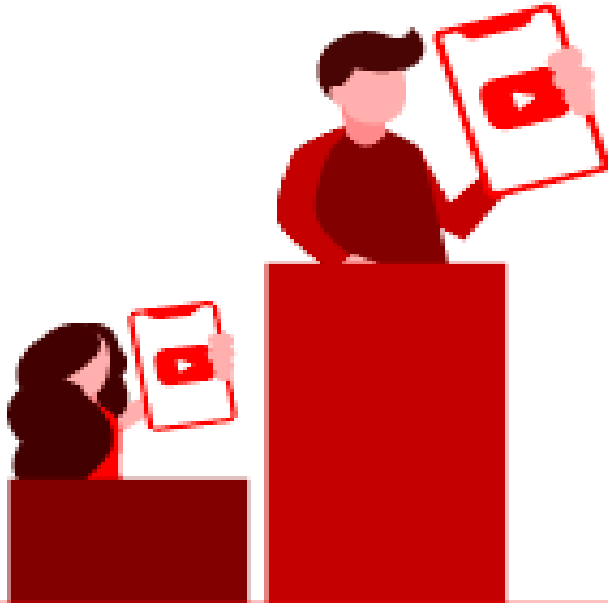




**KEEP  
CALM  
AND  
SNAP  
CHAT**



# Embrace YouTube



**38%**  
OF YOUTUBE  
USERS ARE  
FEMALE &  
**62%**  
ARE MALE



**94%**  
OF 18-24  
YEAR-OLD USE  
YOUTUBE  
PLATFORM



**59%**  
OF PEOPLE BETWEEN THE AGES  
**16-24**  
HAVE INCREASED THEIR  
YOUTUBE USAGE IN 2018

SOURCE

omnicoreagency.com



# Embrace YouTube



# AR and VR





# Be in the Conversation





# Store Brands are Cool





# Care About Everything



# Everyday Pricing is Boring

## fair and square.

### 3 kinds of pricing.

red, white and blue.

### 1 happy return policy.

any item, anytime, anywhere. it's that simple.

#### **everyday prices**

no need for coupons.  
no weekend sale.  
red prices mean great  
prices, everyday.

#### **month-long values**

the best stuff of the month  
on sale for the entire  
month. just look for the  
white price.

#### **best prices**

mark your calendars, every  
1st and 3rd friday we mark  
it way down. see it in blue,  
and grab it quick!



# Make the Customer Smart





# Compare At



# LTO's

**LIMITED TIME  
ONLY**



**WEEKEND OFFER** | VALID SATURDAY & SUNDAY  
AUGUST 10 - 11, 2019 ONLY

12 - 16 ct.  
**Tide Pods or  
Gain Flings**

**3.97**

LIMIT 4

Limit FOUR per household. All 4 items must be purchased in the same transaction to receive the special e-VIC price. Offer is selected specifically for your VIC household and is non-transferable.



**WEEKEND OFFER** | VALID SATURDAY & SUNDAY  
AUGUST 10 - 11, 2019 ONLY

6 Mega or 12 Double Roll  
**Angel Soft  
Bath Tissue**

**4.97**

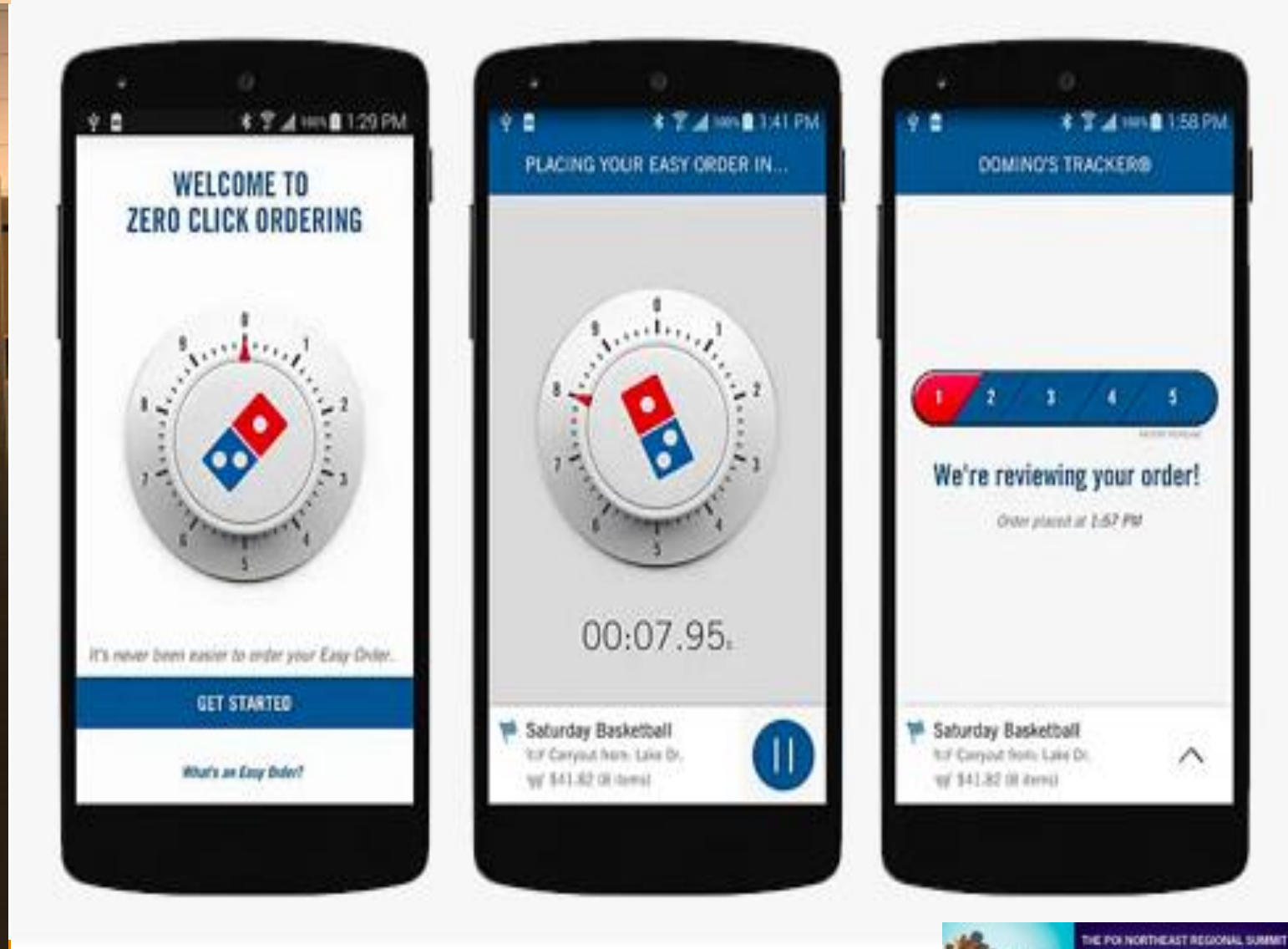
LIMIT 4

Limit FOUR per household. All 4 items must be purchased in the same transaction to receive the special e-VIC price. Offer is selected specifically for your VIC household and is non-transferable.



**SAVE AT LEAST  
\$1.02 EACH**

# Chokepoint Free





# Resale



# Complementary Partnerships



# The 8 P's

## Original

- Product
- Place
- Promotion
- Price

## Additional

- People
- Planet
- Profit
- Personalization



# You need a story







## Ties That Bind

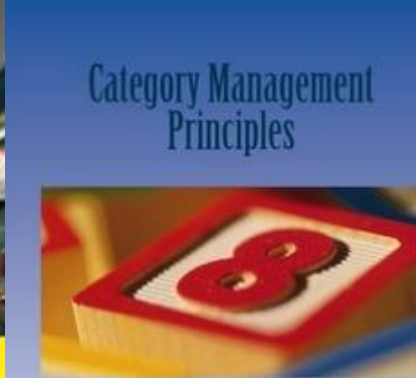
Inside the Extraordinary (sometimes knotty)  
Food Marketing Continuum

DR. RUSSELL J. ZWANKA



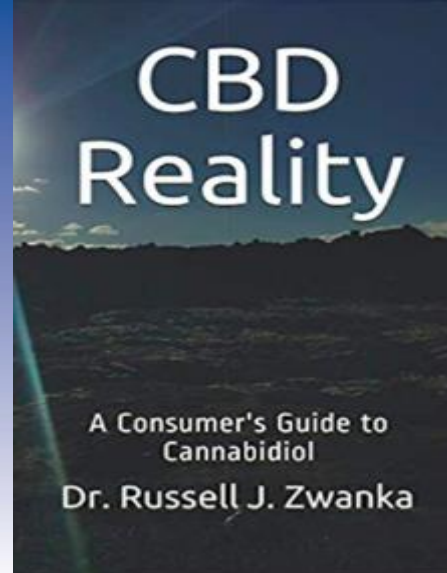
## A Store Walk

Dr. Russell J. Zwanka



## Category Management Principles

Dr. Russell J. Zwanka  
Dr. Brian F. Harris



## CBD Reality

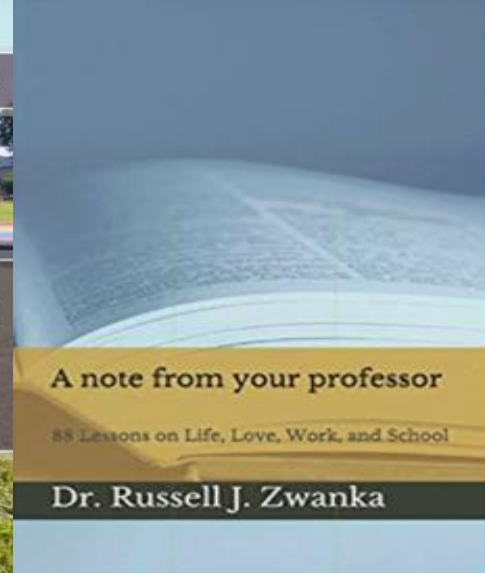
A Consumer's Guide to  
Cannabidiol  
Dr. Russell J. Zwanka



Dr. Russell J. Zwanka

## A Marketing Manual for the Millennium

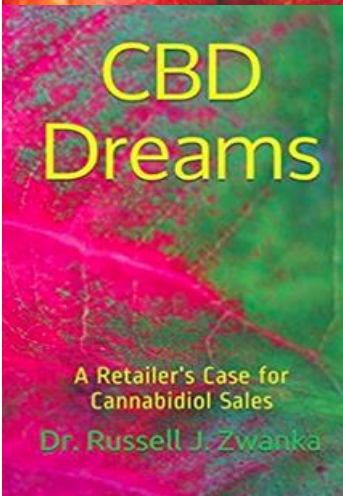
*Triple Eight Edition*



## A note from your professor

88 Lessons on Life, Love, Work, and School

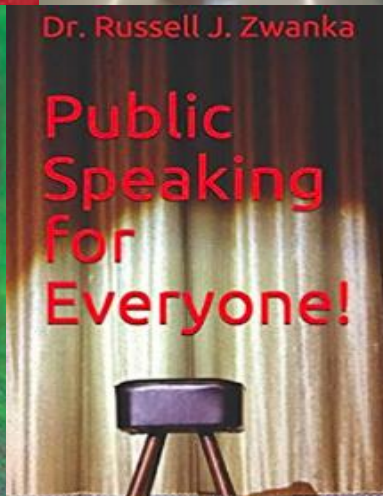
Dr. Russell J. Zwanka



## CBD Dreams

A Retailer's Case for  
Cannabidiol Sales

Dr. Russell J. Zwanka



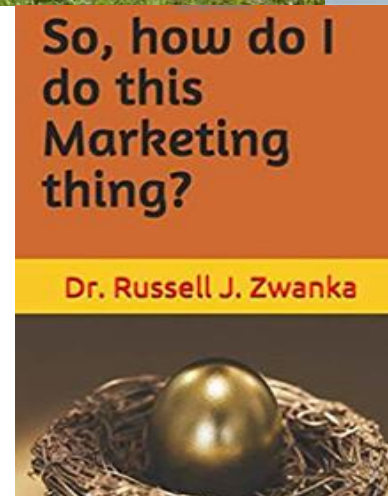
Dr. Russell J. Zwanka

## Public Speaking for Everyone!

# Dr. Russell J. Zwanka

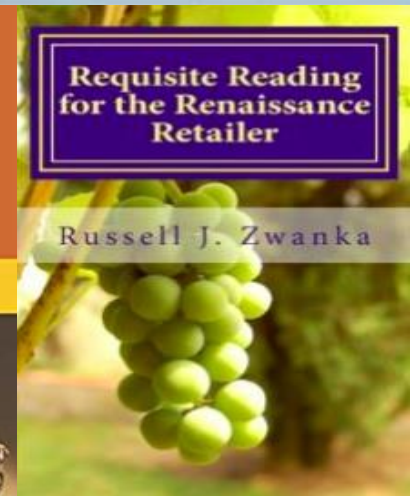
rwzanka@siena.edu

www.tripleeightmarketing.com



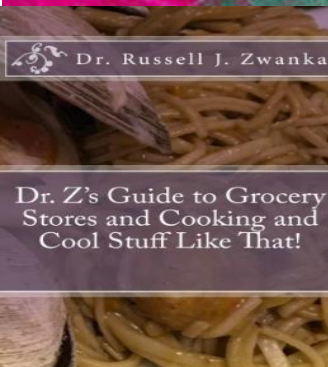
## So, how do I do this Marketing thing?

Dr. Russell J. Zwanka



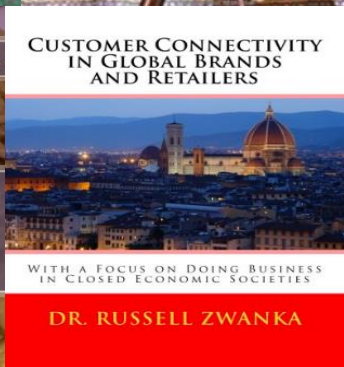
## Requisite Reading for the Renaissance Retailer

Russell J. Zwanka



Dr. Russell J. Zwanka

Dr. Z's Guide to Grocery  
Stores and Cooking and  
Cool Stuff Like That!



## CUSTOMER CONNECTIVITY IN GLOBAL BRANDS AND RETAILERS

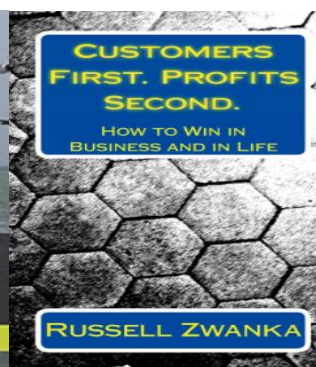
WITH A FOCUS ON DOING BUSINESS  
IN CLOSED ECONOMIC SOCIETIES

DR. RUSSELL ZWANKA



## Marketing in Today's Cuba

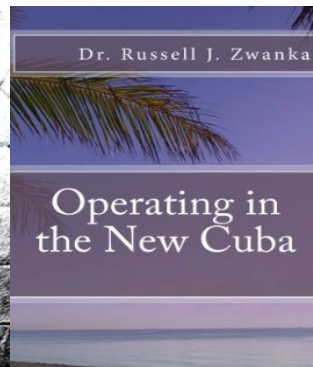
Dr. Russell J. Zwanka



## CUSTOMERS FIRST. PROFITS SECOND.

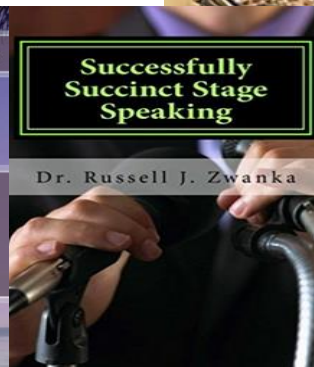
HOW TO WIN IN  
BUSINESS AND IN LIFE

RUSSELL ZWANKA



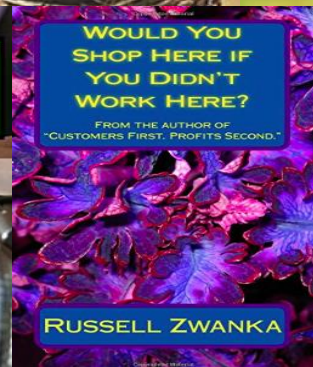
Dr. Russell J. Zwanka

## Operating in the New Cuba



## Successfully Succinct Stage Speaking

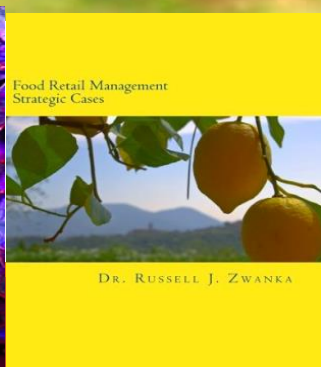
Dr. Russell J. Zwanka



## WOULD YOU SHOP HERE IF YOU DIDN'T WORK HERE?

FROM THE AUTHOR OF  
"CUSTOMERS FIRST, PROFITS SECOND."

RUSSELL ZWANKA



## Food Retail Management Strategic Cases

DR. RUSSELL J. ZWANKA