

# Roland M. Pinto

Strategic Operations Leader Bridging Teams, Accelerating Growth, and Delivering Results  
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In today's dynamic business environment, organizations need leaders who bring both experience and adaptability. With over 12 years of operations leadership and an Executive MBA, I've helped companies of all sizes achieve their growth and strategic goals. My expertise spans operations, strategy, financials, and governance, with a focus on driving collaboration and delivering tangible results.

I've worked across diverse industries, nationally and globally, guiding businesses through development, scaling, reorganization, and even exit strategies. By aligning operational strategies with business objectives, I create value and drive growth while fostering a culture of teamwork and continuous improvement.

I'm passionate about leading with empathy, ensuring that every decision contributes to long-term success and sustainability.

## From My Perspective...

### Q. Outside of your experience, what would you define as your strengths?

Beyond my experience, I consider a few key strengths to be at the core of my leadership approach. I'm deeply committed to over-delivering on results and exceeding expectations, always striving to drive both individual and organizational performance. I take pride in mentoring and coaching team members at all levels, helping them reach their full potential.

I'm quick to resolve conflicts and make decisions with clarity, but I'm equally dedicated to continuous learning—about the business, the competition, and how we can grow strategically. I aim to lead with humility, always open to candor and transparency, while recognizing and rewarding performance at every level. I believe in giving everyone a voice within the organization.

One of the most important lessons I've learned is that effective leadership starts with stewardship. Especially when stepping into a new role, it's essential to first understand, listen, and support the organization before leading it forward.

### Q. We all have them, how about weaknesses?

Like everyone, I have areas where I'm constantly working to improve. One of the things I've learned through assessments like DiSC is that while I naturally have a high level of empathy for the people I work with, I sometimes struggle to express it in a way that's easily recognized. As a result, I've realized that I can occasionally come across as distant or detached, which isn't my intention.

I've been intentional about addressing this by being more mindful of how I communicate and ensuring that my actions reflect the care and support I feel for my team. It's an area I continue to focus on, and I've seen positive progress as I work to build stronger connections with those around me.

### Q. If asked, what would your subordinates say about you?

Takes time to know and understand his people, has generosity gene with praise and recognition for accomplishments, mentors and coach's others for success. Demands performance, but not more than he demands from himself.

## Industries/Markets Served:

### Non-Profit

International Card Manufacturers ♦ Federal Employed ♦ Speech & Hearing ♦ International Photography Dealers ♦ Women's Healthcare Leadership ♦ Education Institution ♦ Medical Supplies ♦ Tech Recycling ♦ Data Mining

### Profit

Digital Marketing ♦ Traditional Marketing ♦ Distribution ♦ Manufacturing ♦ B2B ♦ B2C ♦ Food Industry ♦ Professional Services to Fortune 500 ♦ National & International Events

## Years of Experience:

Planning.....15 years  
Governance.....15 years  
Reporting.....18 years  
Leadership.....15 years  
Marketing.....18 years  
Finance.....18 years  
Efficiencies.....15 years  
Management.....18 years  
Development.....16 years

## Education:

EMBA, Strayer University 2015, Honors  
BA, Rutgers University