

Executive with significant experience accelerating business transformation and performance by defining, planning, and executing breakthrough initiatives that capture high-impact opportunities. Hands-on experience includes:

- Leading strategy development and deployment to successfully execute key priorities in businesses with varying organization experience, market complexities, domestic v. global focus, economic conditions, and ownership structures
- Substantial performance improvement by defining and executing programs that include footprint rationalization, major technology implementation, 80/20 simplification, systems upgrades, and supply chain optimization
- Developing lean, continuous improvement, and visual daily management capability in the team and capturing its' performance impact through hands-on execution, leadership coaching, and change management
- Building appropriately-scaled integrated business systems and processes including strategy deployment, new product development, forecasting / SIOP, project management, and KPI management

EMPLOYMENT HISTORY:**Strategy Accelerator, LLC
Owner / Consultant****Milwaukee, Wisconsin
2022 to Present**

Provide clients with strategic deployment solutions to achieve accelerated and sustainable business performance. These solutions include creating strategic plans, defining and executing strategic initiatives, monitoring and adjusting execution based on results, and strategic process implementation and improvement. Clients benefit through accelerated and sustained improvement in financial performance and daily operational execution, significant competitive advantage, capturing of opportunities in ever-changing business environment, and a foundation for future performance and growth.

**Perlick Corporation
Director, Organizational Excellence****Milwaukee, Wisconsin
2020 to 2022**

Transform 105-year-old family-owned business by defining and deploying strategy, executing the most critical priorities, and creating simple and effective business processes:

- Led first strategy deployment process to define overall focus and key priorities, align on detailed plans and impact, and monitor and adjust execution
- Built key business process to accelerate improvement including Program Management prioritization and execution, Business Planning / SIOP, and KPI management for both Milwaukee and Monterrey, MX operations
- Partnered with leadership team to assess overall business execution structure, define future state and priorities, and execute changes within Baldrige Excellence framework

Rexnord Process and Motion Control Platform**Milwaukee, Wisconsin****Vice President, Strategic Operations****2014 to 2020**

Leadership of breakthrough operational improvement, from definition through execution, that delivered significant (>\$15M) EBITDA and cash-flow improvement:

- Defined and aligned on the roadmap, including technology and facility investment, plant moves and closures, supplier changes, ERP upgrades and integration, communication, change management, and financial impact and timing
- Established cost-effective NA manufacturing capability through the company's first maquiladora; this included coordinating creation of the legal, organizational, tax, and operations / local supply chain structure
- Established and launched 600k+ ft² Monterrey, MX plant, led team through regional location analysis, site selection, internal coordination and approval, facility lease negotiation, and construction monitoring and coordination
- Led over 10 plant moves and closures (to new Monterrey facility, between US sites, and within China footprint) and multiple supplier transitions; all included definition and planning, communication, execution, closure
- Coordinated plant moves with other simplification, technology improvement, supplier, and other efforts that prepared multiple plants for future transfers while continuing to meet daily operational commitments
- Assumed on-site leadership responsibility for the business's most critical manufacturing facility, a 400-person Midwest US union site, before and during its transition to Monterrey; this included technical preparation, public announcement, union negotiations, and transfer

Rexnord Global Chain**Milwaukee, Wisconsin****General Manager, Industrial Chain and Conveyor****2010 to 2014**

P&L responsibility for business unit serving North American and global power transmission customers with focus on profitability, working capital, and service improvement:

- Attained double-digit profitability improvement from lean and CI, supplier cost reductions, 80/20 actions, and focused growth in high margin markets based on deep understanding of margin drivers across the business
- Minimized footprint and business risk through focused investment in advanced process and technology which reduced total cost, overhead, working capital, operator skill reliance, and flow bottlenecks

Director, Global Manufacturing**2009 to 2010**

Transformation of four independent global business units into a unified division under one strategy. Improvement focused on leveraging capabilities and capturing growth and improved profitability.

- Developed and deployed the first combined global (Brazil, China, India, US, and EU) strategy
- Successfully transferred operations between business units to enhance local market offering and cost
- Transferred technology and process knowledge between plants providing the speed, control, accountability and transparency required for the global organization's continued profitable growth

Director, Conveying Equipment Engineering and Operations**2007 to 2009**

Profitability and capability restoration in a highly engineered conveying systems business. Doubled sales and captured disproportionate profit from global growth achieved through new products and markets, reducing engineered-system lead time by over 50%, and achieving significant service improvement.

Rexnord FlatTop Division**Milwaukee, Wisconsin****Rexnord Business System Director** and other roles**2003 to 2007**

Leadership in introducing lean tools to the global organization to develop a customer-focused, global-thinking, lean team.

- Led first global, multi-unit Strategy Deployment process providing leadership focus on key breakthroughs for the integrated EU and US business
- Grew global markets through launch of new market strategy using existing and new global products
- Achieved significant direct labor cost and working capital improvement through facility rationalization and kaizen
- Improved customer service through problem solving facilitation and tactical countermeasures

Previous Experience**Danaher Corporation and General Electric**

Significant contributions and establishment of core competencies in lean manufacturing, six sigma, continuous improvement, and leadership skills. Contributions included:

- Restructuring of four electrical power distribution businesses into one operating unit which included on-time / under-budget consolidation of four facilities resulting in \$5M annualized operating profit improvement
- 50% lead time reduction of heavily engineered electrical distribution equipment through use of lean tools in engineering
- Introduction of lean manufacturing practices including increased production output 250% during growth phase through lean tools
- Achieved over \$1M material cost reduction from sourcing actions and injection molding

EDUCATION:

- **Master of Business Administration;** Xavier University, Cincinnati, Ohio.
- **Bachelor of Science in Aeronautical and Astronautical Engineering;** The Ohio State University.