



Steve Hobbs

Steve's experience includes a strong background in the food business, having managed wholesale, foodservice, franchise, and restaurant sides of the business in a variety of operations, distribution, logistics, warehouse, transportation, and human resources roles. He has also provided professional leadership to small and large operations having over 1,000 employees on his teams. With this experience, he can quickly assess situations, think strategically, and analyze and orchestrate improvements taking into consideration the impact on the entire supply chain.

ACCOMPLISHMENTS

Supply Chain Logistics and Strategy

- Negotiated \$57.5M annualized improvement in logistics revenue working closely with suppliers 2017-2018
- Designed and built inbound logistics department driving annual income from \$31M to \$181M 2007-2018
- Developed cutting-edge technology to support logistics driving \$5M to \$10M annual improvement each year 2012-2018
- Developed intricate cross-dock and redistribution hub network to drive over \$20M in annual net income across all product categories
- SC subject matter expert on USF/Sysco merger integration team

Distribution

- Redesigned facility layouts to increase throughput in multiple locations generating from 15% to 47% improvement
- Designed new policy resulting in 80% improvement in attendance
- Implemented organization and operation changes to maintain profitability for facility during 40% reduction in sales 2000-2002
- Improved employee safety behaviors from 62% to 95%; achieved lowest injury rate in 5 years, cut lost-time injury rates in half 2003
- Winner of SuperValu's Management Award of Excellence 1986

Leadership

- Implemented comprehensive communications plan credited for success of contract negotiation during automation project 2005
- Built trust and improved labor relations reducing grievances from 400 to 2 per year 2000-2002
- Consulted with independent owners and increased overall unit sales by 20% traveling throughout Midwest 1990-1992
- Incorporated a small business (computer networking and program support service company) 1989-1994

EDUCATION

Drake University, Des Moines, IA, 1977-1986; B.S. in Business Administration, Major: Human Resource Management, Advanced Industrial Sociology and Psychology
Iowa State University, Ames, IA, 1975-1976; Fisheries & Wildlife

CURRENT POSITIONS

Seismic Facility Solutions, Principal; 2021 - Present

Management consulting firm that aligns strategic vision with short and long-term tactical plans to create holistic, end-to-end supply chain, operational, and real estate strategies that allow for flexibility & growth

Lighthouse Visibility Partners, LLC, Partner; 2019 – Present

A management and consulting company focusing on identifying business needs and providing technology, data visibility, logistics, operational structure and capital

Market Fresh Produce, Advisor/VP Supply Chain; 2019 – Present

Designed and implemented a new business strategy incorporating supply chain solutions for grower/shippers throughout a newly developed strategic partner network

Distribution Systems, President/Owner; 2019 – Present

Providing Distribution and Supply Chain/Logistics contract and consulting support for shippers, distributors, and service providers

WORK EXPERIENCE

US Foods, Sr Director Network Strategy, Logistics Region/Corp Director, Rosemont, IL; Director of Operations, Eagan, MN 2006-2018

SuperValu, HR Director, Operations Mgr, Hopkins, MN; Mgr Central Inbound, Eden Prairie, MN; General Mgr/Operations Mgr, Whse/Transportation Mgr, Des Moines, IA, 1977-1987, 1996-2006

PYA Monarch – JP Foodservice, Operations/Transportation Mgr; Des Moines, IA, 1987-1989, 1994-1996

Breadeaux Pisa, Director Operations, St. Joseph, MO, 1990-1994

Business Management Resources, Owner, Des Moines, IA, 1989-1994

Distribution Systems, Owner, Des Moines, IA, 1989-1995

CONTACT

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