

John M. Fildes, Ph.D.

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I'm an energetic senior executive who is a unique resource for companies, academia, and government agencies. I have extensive experience with what it takes to make an organization thrive, motivate and mentor people, make good decisions, overcome challenges, monitor and manage, and get things done every day to achieve superior results. I successfully tackle challenging situations, see key issues, and devise approaches that others have missed, through a combination of vast experience and knowledge, creativity, strong project planning and management, excellent communication skills, and true enthusiasm to work as part of a team.

Professional Business Profile

- A CEO who has led established for-profit companies, startups, and a not-for-profit institute.
 - **CEO** of an \$18 million professional engineering firm with over 130 staff members, having taken this company through the \$10 million barrier and doubling revenues to over \$18 million in three years; **President** of a not-for-profit institute **and founder and leader** of its for-profit scientific and engineering consulting subsidiary, having taken these organizations from concept to annual revenues of over \$6 million and a staff of over 25, and complying with professional licensing requirements, Government FARS and audits, and insurance industry reporting requirements; **Leader** of a startup product design firm, having merged two companies to achieve a run rate of \$3.5 million within six months; **A leader** of a contract research laboratory at Northwestern University; **A professional** in a \$4.5 billion industrial company.
- A doctoral-level scientist with superior business analytical skills and extensive experience who understands the numbers and what is behind them. A unique and deep experience with handling litigation related issues. 50 published papers, reports, and presentations, and three patents.
- A top-notch proposal developer, grant writer, and project manager, and an expert on multi-disciplinary collaborations.
 - Originated, wrote the proposals and grants, organized the teams, and managed over \$26 million in projects including collaborations involving Government labs, large defense companies, and leading universities with funding from Government agencies, trade associations, and companies.
 - Expert at bridging organizational and geographic barriers, having developed effective processes and tools to adapt Procter & Gamble's "Connect and Develop" strategy as the collaborative operational model that took a not-for-profit institute and its for-profit subsidiary from a concept to over \$6 million in annual revenues, over 25 staff members, and hundreds of projects annually.

Areas of Expertise

Executive Mentoring; Leadership; Team Building; Collaboration; Planning; Execution; Business Process Management; Aligning Business Processes with Strategies; Innovative Compensation Strategies; Innovation, R&D, and Intellectual Property Management; Joint Ventures; Contract Negotiation; Risk Management and Litigation; Consulting; Project Management; Business Development; Business Problem Solving; Productivity and Profitability Improvement; Government Contracting and Auditing; the FARS; Government Project Management and Reporting; For-Profits; Not-for-Profits; Grants and Proposals.

Experience

Founder and President of Spotlight Business Consulting, 2015 – present.

- Coach and mentor executives, diagnose and solve business problems, and establish an execution environment that permeates planning, budgeting, operations, and HR to significantly improve outcomes while cutting costs.

President of the 501(c)(3) not-for-profit Institute of Tribology and Coatings, which is a materials oriented research institute, Sugar Grove, Illinois, 2005 - 2015.

- Led the start-up (two years before the recession) and operation of a not-for-profit research institute that conducted millions of dollars of highly successful projects. Full P&L and management responsibility, reporting to a Board of Directors composed of business owners, an operations director of a mid-sized manufacturing company, the president of a technical society, and others. Implemented and oversaw strategic planning, business development and marketing, technical operations and program management, staffing, facilities development, and quality assurance.
- Adapted Proctor and Gamble's (P&G's) "Connect and Develop" strategy to establish a collaboration of senior researchers from academia and industry that provided instant critical mass and allowed the conduct of over \$1 million of projects in the first year.
- Developed an innovative Microsoft Share Point infrastructure that provided highly effective and efficient business data management, Internet-based project management, business process management, and collaboration management, and allowed the conduct of millions of dollars of project work and hundreds of projects annually with minimal overhead.
- Instituted business processes, accounting procedures, and reporting that fully meet the Government Federal Acquisition Regulations (FARS), have been successfully audited by the Defense Contract Management Agency (DCMA), and have resulted in millions of dollars of payments in less than 30 days. Oversight of annual auditing, including numerous audits by the Defense Contract Audit Agency (DCAA) and Government A133 audits, all of which have been clean.
- Managed a multi-year, multi-million dollar collaboration of the Army's Armament Research, Development and Engineering Center (Picatinny Arsenal), the Army's Benet Labs, other Army program offices, Northern Illinois University, and the small arms industry that led to a thrust to establish an Army Center of Excellence in friction and wear of weapons and the establishment, at the Army's initiative, of an unlimited funds task order agreement. Led the conception and development of proposals and grants for several million dollars of funded programs.

Founder and President, ITC Experts, an engineering services firm, Sugar Grove, Illinois, 2006 - 2015

- Led the creation, defined and implemented the business model, and lead operation of this for-profit organization that grew to over \$6 million in revenues, over 25 staff members, and that conducted hundreds of projects annually for litigators and insurers.

- Oversaw licensing as a professional engineering and structural engineering firm and oversee professional operations as a professional design firm. Handle contract negotiations, liability issues, risk management; implement and oversee strategic planning, business development and marketing, technical operations, staffing, facilities development, and quality assurance.
- Developed a unique and deep understanding of litigation and insurance claims processes and investigations through providing top-level oversight of the thousands of investigations that have been conducted for litigators, insurers, and corporations.
- Developed innovative offerings to help insurers' and corporations' reduce litigation costs.

CEO, COO, and Chief Scientist, The Packer Group, Naperville, Illinois; CEO, Packer Engineering (a professional engineering services company), Naperville, Illinois.

- Full P&L, strategic planning, and execution responsibility for this parent company and its four subsidiaries totaling over 130 people including many with advanced degrees.
- Used team building, business skills mentoring, and innovative compensation to increase billable hours from 62% to an industry-leading 80%, and to bring the combined operation through the \$10 million barrier by doubling revenues from \$9 million to over \$18 million, and cut staff defections from several professionals per year to virtually none.
- Oversaw requirements for maintaining professional licenses and insurance for professional services involving engineering, structural engineering, and architecture. Implemented and oversaw risk management, contract negotiations, strategic planning, business development and marketing, technical operations, staffing, facilities development, and quality assurance.
- Provided top-level oversight of scientific and engineering investigations and projects for litigators, insurers, and corporations, and developed a deep and comprehensive experience and understanding of investigation methods and quality assurance, as well as of litigation and insurance claims processes and challenges.
- Developed a significant understanding of analytics through creating a business intelligence function and through experience with conceiving and managing projects involving artificial intelligence.
- Established a Government relations program. Led the startup of a model-based product design business that established a customer base of inventors and companies, and established a run rate of \$3.5 million in the first six months. Acquired and assimilated of the assets of an injection molding design firm and a metal casting design firm, and negotiated a joint venture to takeover engineering functions for a \$100 million railroad products supplier. Established a collaboration with a company, the Navy SEALS, and the Naval Surface Warfare Center, which won a Phase II SBIR project.

Group Manager, Basic Industrial Research Lab, Northwestern U., Evanston, Illinois.

- Led a group of 28 scientists (most with advanced degrees) that conducted about \$3 million annually of Government and industry-funded research and consulting projects. Achieved the best financial performance of the Lab's four groups with virtually zero cost overruns.

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- Accountable for P&L, strategic planning, business development and marketing, technical oversight, staffing, facilities development, and quality assurance for the largest of the Lab's four groups. Also led the annual strategic and financial planning for the entire lab of 90 people with revenues in excess of \$10 million as the unofficial second in charge of the entire laboratory.
- Led the conception and proposal development for tens of millions of dollars of funding. Co-led, with Northwestern University's Government Relations Office, a successful university initiative that obtained federal funding for The Advanced Materials Intelligent Processing Center, and led the Center and its collaboration with McDonnell Douglas, two small companies, the Office of Naval Research, and two Navy Centers to conduct over \$15 million of project work in advanced composite materials. Also established a collaboration that led to million of dollars of funding, and the creation and operation of a composites training center at the Great Lakes Naval Training Center. Established a collaboration of Northwestern University, the Great Lakes Composites Consortium, the University of Kentucky, and others that won a prestigious \$3 million Technology Reinvestment Program.

Prior Positions: Director of Sensor Technology and Senior Scientist, IIT Research Institute; Corporate Scientist, the Roy C. Ingersol Research Center of the Borg Warner Corporation, Des Plaines, Illinois.

Board Membership

Institute of Tribology and Coatings; ITC Experts (founder); The Valley Industrial Association; Packer Technologies International, Inc. (co-founder); The Technology Management Association of Chicago (formerly the Research Directors Association of Chicago); President, Tanglewood Homeowners Association (505 units in 55 building, 2 pools, a clubhouse, and miles of roads).

Education

- **Virginia Polytechnic Institute and State University:** Postdoctoral Research Associate, Chemical Engineering.
- **Virginia Polytechnic Institute and State University:** Ph.D., Chemistry (Physical).
- **Georgetown University:** B.S., Chemistry.
- **Texas Instruments Learning Institute**, Design for Six Sigma Manufacturability; **Borg-Warner Corporation**, Research, Development, and Engineering Management Program; **The American Supplier Institute**, Five Day Course in Quality Engineering, Methodology, and Application, Based on the Work of Dr. Genichi Taguchi; **Battelle Memorial Institute**, Course in Advanced Management Practices; **Battelle Memorial Institute**, Course in Engineer as Manger.

Other Background

- 50 published papers, reports, and presentations, and three patents. Numerous proposals and grant applications leading to over \$27 million of R&D and business development programs.