

BIOGRAPHY

Tony Kayyod, BSME, MBA, P.E.

Independent enterprise-wide operational executive with over 40 years of industry and process implementation leadership across more than 90 countries.



MISSION

Dedicated to shaping a future where business thrives, professionals excel, and efficiency and innovation are not just goals, but realities—backed by a battle-tested team of highly experienced, hands-on professionals.

HIGHLIGHTS



Global Operations Setup

Launching and streamlining strategy-driven global business processes and supply chain operations with risk mitigation www.gonow360.com

- ✓ Footprint Launch
- ✓ Customer Opportunities
- ✓ Import-Export Solutions



Process Optimization

Transforming organizations using checklist-guided constraint management and throughput principles www.dothroughput.com

- ✓ Throughput Increase
- ✓ Lead Time Reduction
- ✓ Competitive Operations



Talent & Career Development

Empowering teammates through lifelong skill-building to manage implementation risks and professional growth www.hrfitpro.com

- ✓ Happy Career
- ✓ Skilling-up Essentials
- ✓ Circumstantial Duties

START-UPS FOUNDED

Advanced Seasonal Innovations • I Wear America • Alliance for Deaf Services • Safety Margin • Precision Thermal Manufacturing • BroadBay • BTC O&P

GOVERNANCE & BOARD APPOINTMENTS

Serves on several boards of privately held, shareholder-owned companies across technology, time & material, and manufacturing sectors.



CONTACT INFO

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GoNow 360

Expanding Supply Chains. Empowering Global Growth.

From Market Entry to Customer Expansion - We Drive Global Growth!

Key Program Offerings Include:



Footprint Launch



Import-Export Solutions



Customer Opportunities



Regional presence / reach:

Detroit
Dubai
Dusseldorf
Hyderabad
Hangzhou
London
Saltillo
Sao Paulo



Key Program Offerings



Footprint Launch

How to follow customers by establishing footprint presence or operation?

Supply chain resilience

How to mitigate supply chain risks, are all the eggs in one basket?

Material "in & out" cost risks

How to conduct seamless cross border business and integrate the teams?

Preventing task redundancies

- Company Registration – Documentation
- Regulatory Requirements
- Immigration & Visa Coordination
- Operational Start-Up
- Analytical Site & Facility Selection
- Product Process Relocation
- Following Customers Localization
- Cross Cultural Strengths



Customer Opportunities

- Implementation Business Planning
- Integration & Business Solutions
- Lead Time Optimization
- Operational Due Diligence
- Capacity Utilization
- Sustainable Joint Venture
- Voice of Customer



Import-Export Solutions

- Global Logistics
- Supply Solutions
- Global Distribution & Reps
- Tax Inclusive Pricing
- IP & Trademark Exposure
- Export-Import Organization
- Professional Support Services
- Repatriating Profits
- Factory Direct Purchasing



Strategic Framework



Footprint Launch

Operations Expansion

How to follow customers by establishing footprint presence or operation?

Supply chain resilience

How to mitigate supply chain risks, are all the eggs in one basket?

Material "in & out" cost risks

How to conduct seamless cross border business and integrate the teams?

Preventing task redundancies





Footprint Expansion

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Quantifiable Success Metrics

Company
Registration /
Documentation

- Time to complete registration ≤ 30 days
- 95% of compliant documentation on first submission

Regulatory
Requirements

- Approval success rate $\geq 90\%$ on first attempt
- Average days to meet local regulations: ≤ 45 days

Immigration & Visa
Coordination

- Visa approval rate $\geq 98\%$
- Average visa processing time ≤ 21 days

Operational Start-
Up

- Time to operational readiness ≤ 90 days
- 85% of initial workforce onboarded at launch

Site & Facility
Selection

- Locations evaluated with scorecard: ≥ 3
- Decision lead time ≤ 60 days

Product-Process
Relocation

- Transition downtime $\leq 10\%$ of production time
- Budget variance $\pm 5\%$

Cross-Cultural
Strengths

- Team integration score (internal survey)
- $\geq 85\%$ satisfaction
- 95% of staff completing cultural onboarding





Growth Opportunities

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Quantifiable Success Metrics

Implementation Business Planning

- % of strategic goals met within planned timeline
- ROI from new business plan within 6–12 months

Integration & Business Solutions

- Downtime reduction post-integration (%)
- Number of business units using unified solutions

Lead Time Optimization

- % reduction in average order-to-delivery time
- % decrease in process bottlenecks identified and resolved

Operational Due Diligence

- Number of corrective actions implemented post-review
- Operational efficiency rating improvement

Capacity Utilization

- % of total production capacity currently utilized
- Production output per labor hour

Sustainable Joint Venture

- % of joint venture milestones achieved on schedule
- ROI from joint venture initiatives (quarterly or annual)

Voice of Customer

- % response rate to customer feedback programs
- % decrease in customer complaints over 6 months





Import-Export Solutions

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update

Quantifiable Success Metrics

Global Logistics

- % of on-time international shipments
- Average international shipping duration (in days)

Supply Solutions

- Supplier fill rate (%)
- Average lead time per supplier (days)

Global Distribution
& Reps

- % increase in sales via reps or distributors
- Number of active global reps or distribution agreements

Tax Inclusive Pricing

- % of SKUs with accurate tax-inclusive pricing
- % decrease in customer tax-related complaints

IP Exposure

- % of products with registered IP protections
- Number of IP infringement incidents resolved annually

Export-Import
Organization

- % of error-free customs documentation
- Average customs clearance time (days)

Professional
Support Services

- Client satisfaction score from service feedback (%)
- Average time to resolve client support requests (hours/days)

Repatriating Profits

- % of annual profits successfully repatriated
- Time to complete cross-border fund transfers (days)

Factory Direct
Purchasing

- % of total purchases made factory-direct
- Unit cost savings compared to indirect sourcing (% or \$)



*Unlock Worldwide Business Opportunities
& Operational Potential*

Strategic Global Roadmap



Choose a strategic location



Establish a strong footing



Budget plan business case



Access the right workforce



Ensure ongoing legal and regulatory compliance



Navigate the road ahead

Turnkey Operational Implementation

Tactical due diligence checklist for local infrastructural, facility & staffing requirements

New door to door key supply chain resilience, import – export risks & lead times

Localized capacity, set-up & relocation, process flow data, productivity, inventory & layouts

Work permits, span of control, offers, policies, on-boarding, task lists & soft skills advice-coaching

Local entity registration, licensing, professional services, suppliers & customer footprint expectations

Business operations needs, lead generation, voice of customers, tariffs & competitive pricing

Navigating Worldwide Tariffs & Trade Headwinds

Strategic Perspectives



Trade regulations



Customs & tariffs



Warehousing & Free Trade Zone



Trade agreements



Tariff classification



Manufacturing & transfer pricing

Opportunity Implementation

Registration, licensing, start-up & local suppliers

Door-to-door key supply chain carrying costs

Capacity, flow, productivity, inventory & layouts

Actual import-export risks, lead times cost mitigation

Bill of Materials classification, tactical due diligence & supplier audits

Global order processing, capabilities & hand-offs



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LAUNCHING INTERNATIONAL OPERATIONS

Global Sourcing Engagement

IDENTIFICATION & SOURCING

- ▶ Identify and assess suppliers worldwide to support pricing and potential execution
- ▶ Contact experienced, competitive, reliable & reputable suppliers
- ▶ Conduct a BOM RFQ (drawings?) to obtain costs
- ▶ Minimize custom tooling or specialized one-time charges and get standard costs
- ▶ Approach a concentration of production suppliers for full BOM to minimize widespread logistics

DATA ANALYSIS

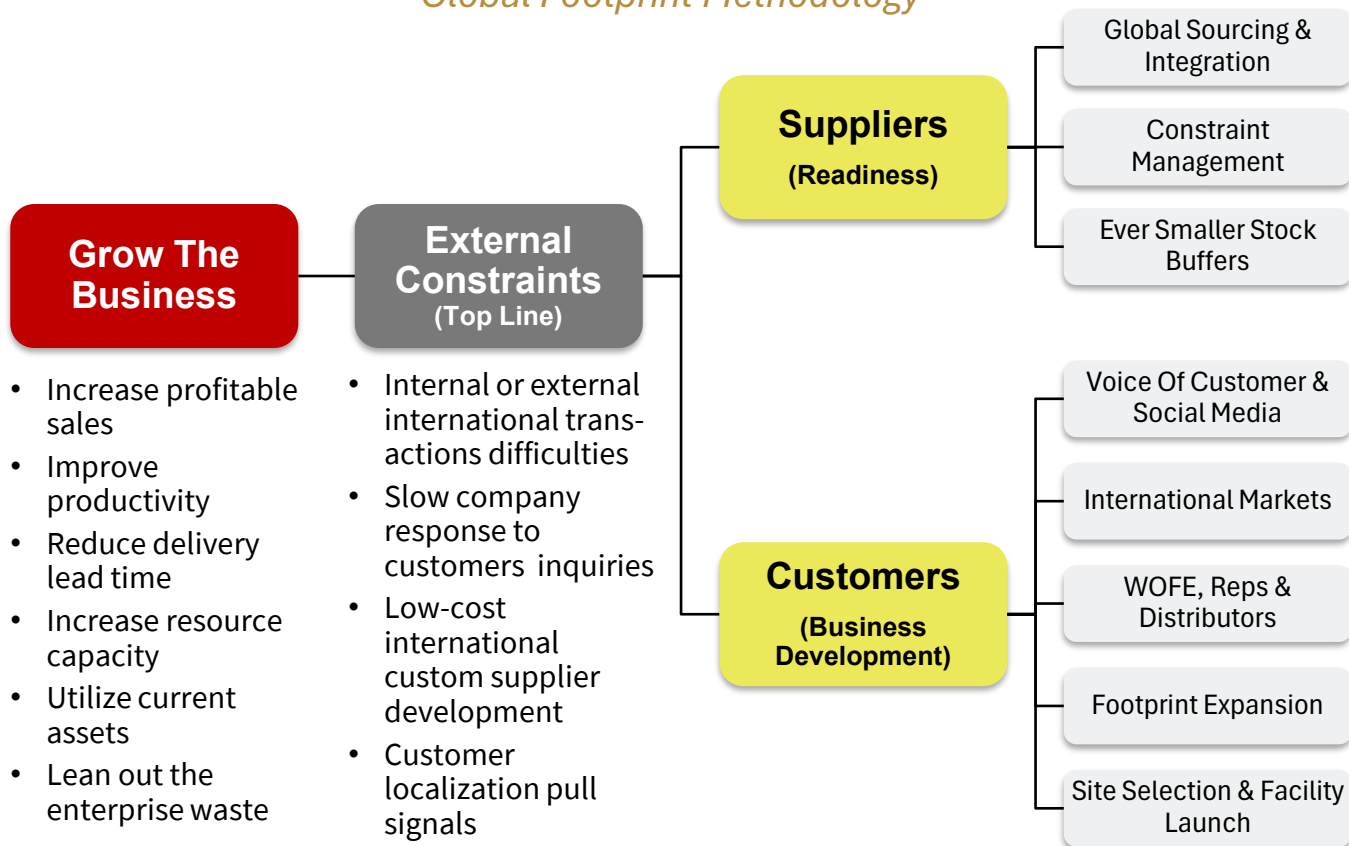
- ▶ Collect all received cost elements related to each appliance models
- ▶ Analyze component options and determine good, better, best cost scenarios
- ▶ Estimate all local & destination logistics, transportation, insurance, customs, duty and taxes
- ▶ Evaluate buying BOM items versus sub-assembled units, pros, cons, costs and viability

DELIVERABLES

- ▶ List of BOM requirements assumptions
- ▶ Documented factory direct costing
- ▶ Total landed cost for all components in the BOM
- ▶ Production oversight
- ▶ Quality control & inspection
- ▶ Packaging & containerization
- ▶ Recommendations for optimal future state sourcing and assembly if needed



Global Footprint Methodology



Project assumptions	Implementation issues	HRM rollout
IT/ERP impact	Production readiness	Facility overlap
Administration and support	Synergies & redundancies	Order processing

Tony Kayyod, Founder and CEO

Footprint Project Plan Implementation (1 of 2)

Project management, integration & coordination

- In person footprint strategic project plan development & approval
- Opportunity, motivation, vision, secret sauce and implementation team gaps
- Succinct deliverables & set goals for the sustained successful business plan
- Key elements of current state with emphasis on specific items that require change
- Key elements of future state with emphasis on specific items that will be achieved
- Key steps necessary to achieve the future state and realize the objectives
- **Tier 3** implementation tasks roles & responsibilities, RASIC & resource plan
- Footprint project plan teambuilding communication with all stakeholders

Formal Wholly Owned Foreign Enterprise establishment, WOFE

- Prepare BOD resolution for corporate secretary
- Corporate secretary power of attorney & assignments
- Collect, translate & attest-apostille the required ownership documents
- Corporate structure options & selection
- Corporate registration requirements checklist
- Registered agent options & selection
- Corporate name research and official submission approval
- Prepare & submit the legal multi-States registration applications
- Initial Board of Directors. bylaws, resolutions & minutes
- Federal tax identification & DUNS identification numbers
- FinCEN-BOI beneficial ownership filling

Open the national business bank account & lending opportunities

- Meet with a few banks and obtain the requirements
- Prepare the application for your approval
- Submit the application and complete the requirements
- Meet with the bank for account set up
- Initial capital investment requirements
- Coordinate on-line account access for approved staff
- ATM/debit card set up
- Foreign exchange wire service set up
- Future financing institutions partnerships & collaboration
- Working capital lender request, use of funds, application and coordination

Footprint Project Plan implementation (2 of 2)

Implement business case plan requirements

- Advice on local turnkey budget forecast & analysis
- Customized financial & non-financial site selection check list
- Strategic facility's regional locations & local site options analysis
- Operations site capacity, definitions, amenities & size requirements
- Presentation & negotiations with broker-lease or developer-own
- Project management support for facility design, fit-up & layout
- Infrastructure equipment, tooling, relocation-installation and/or locally sourced
- Import & operating regulatory & licensing requirements
- Information systems & data management process flow
- Supply chain process flow & costs due diligence & benchmarking
- Import, tax, duty, freight & logistics rates

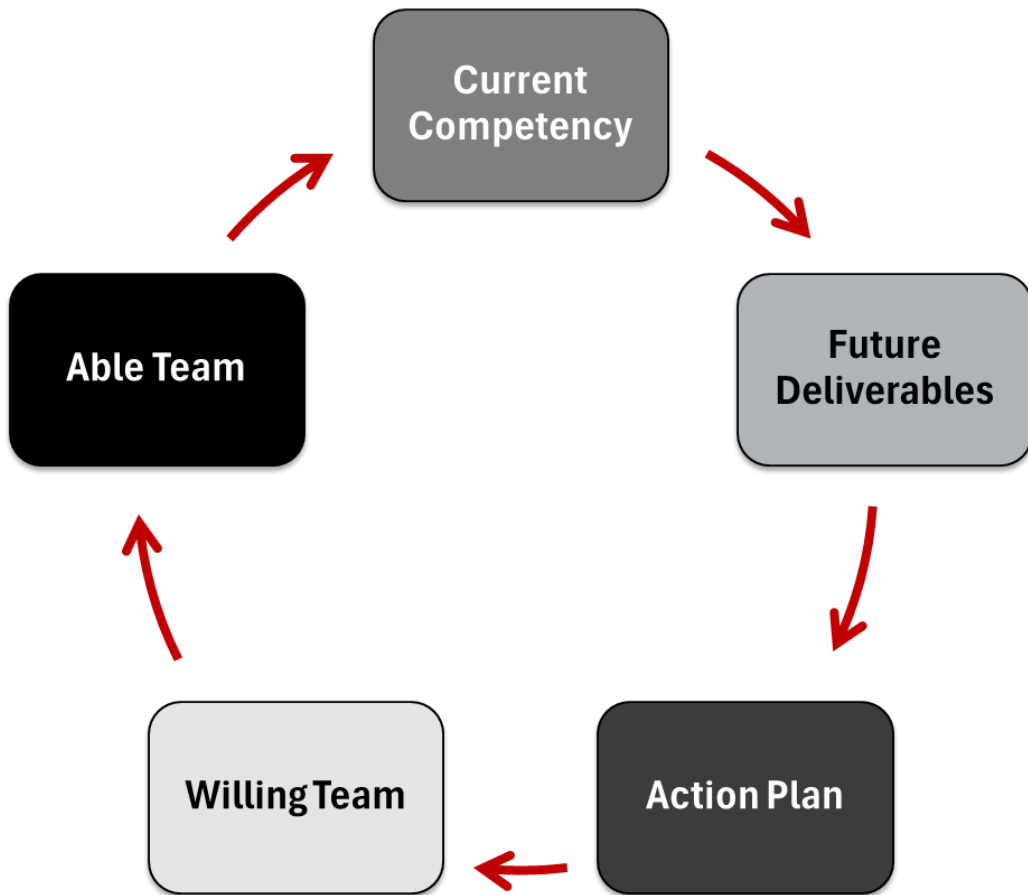
Operational footprint start-up & launch

- Benchmarking, attracting employees, interviews & on-boarding
- Coordinate the employee payroll and set-up the service provider
- Coordinate employee benefits & health insurance plan provider set-up
- Coordinate liability, property, injury & disability insurance plan provider
- Coordinate & kick off the regional general council legal firm
- Coordinate multiple sites utilities service providers set up
- Coordinate IT, telephone, internet set-up & on-going services
- Coordinate sites security & custodial service providers set-up
- Coordinate expat work permit-visa preparation with an immigration attorney
- Coordinate & kick off the CPA accounting & tax support firm
- Cultural diversity and integration coaching

Local customers & suppliers' interaction & marketing exposure

- Support research to investigate the local competitor's footprint & benchmarking
- Support lead generation research to investigate the local customers footprint
- Customer decision makers relationships & full-service competency presentation
- Key voice of customer interviews & unique deliverables
- Key competitive supplier's audits, development & contract negotiations
- Exhibition & trade show organization, participation & ROI tracking
- Procurement process for local public tenders coordination
- Employee soft skills personal development coaching & training, www.hrfitpro.com
- Local distributor identification, research & selection process checklist
- Local sales representative options & candidates interview, on-boarding
- Intellectual property, trademark & patent application-protection coordination

Process Driven Approach





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LAUNCHING INTERNATIONAL OPERATIONS

In Action






D^{DO} THROUGHPUT

Faster. Leaner. Smarter.

Throughput Solutions for Competitive Edge.

Synchronize Your Team for a Winning Competitive Operational Journey!

Key Program Offerings Include:

-  **Throughput Increase**
-  **Lead Time Reduction**
-  **Competitive Operations**



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Strategic Framework



Throughput Increase

Capacity Release

How to manage operational lead-time & down-time to achieve higher capacity?

Streamlined throughput flow

How to measure true productivity in the enterprise versus departmentalized efficiencies?

Productive lead time reduction

How to develop teammates ownership of the right and meaningful KPI's?

Get everyone on the same page

- Capacity Utilization
- Process Flow Development
- Constraint Management
- Value Stream Mapping
- Supplier Development & Audit
- Material Handling Touchpoints & Buffers
- Uptime/Downtime Tracking
- One Piece Flow
- Sensible 5S Implementation



Lead Time Reduction

- Lead Time Optimization
- Cross Functional System & Product
- Cash Flow Forecast
- Failure modes & Containment
- Uptime, Testing & Quality
- Material Handling Touchpoints & Buffers
- Process Flow Development



Competitive Operations

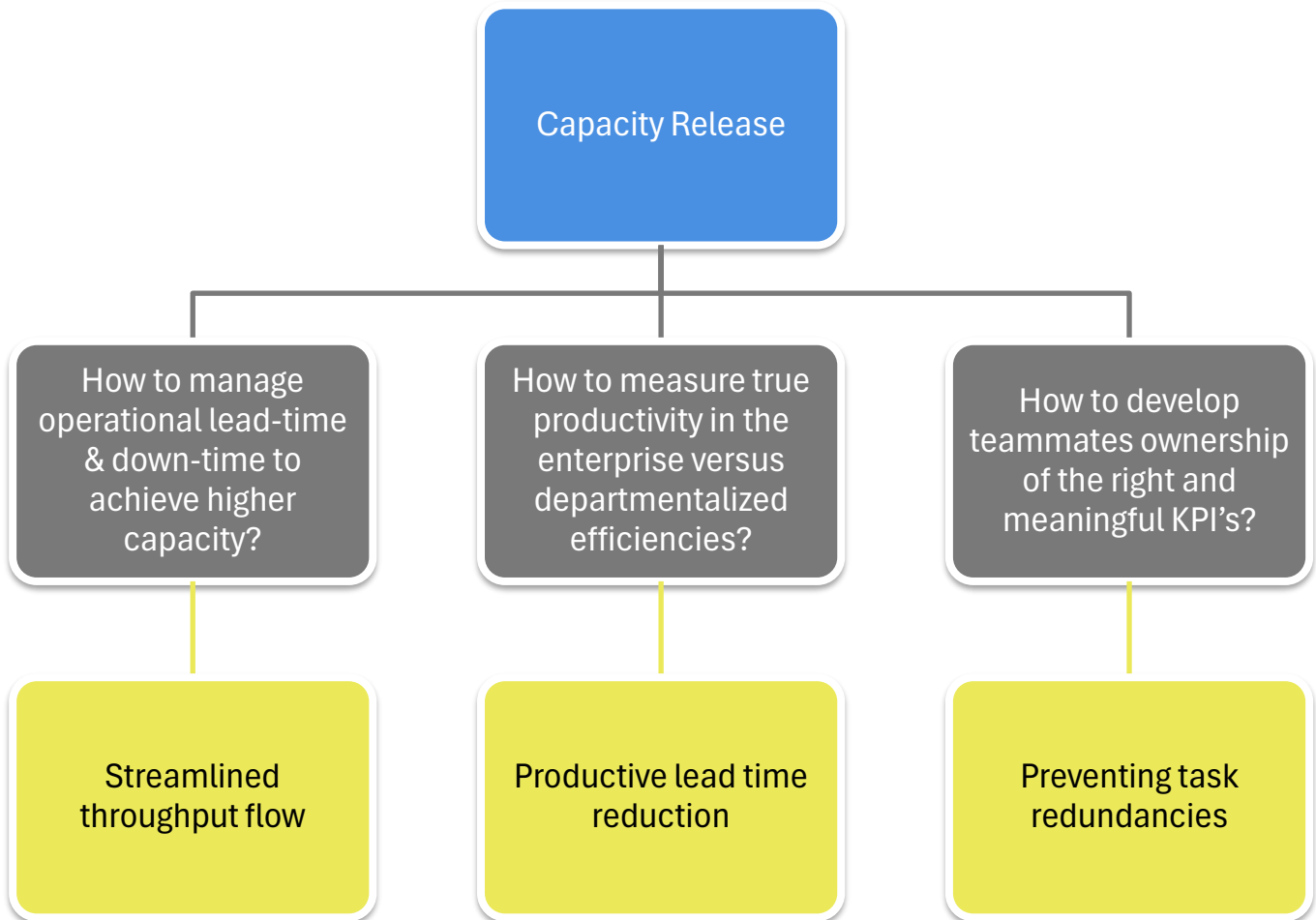
- Implementation Business Planning
- Operational Due Diligence
- Business Case Development
- Cost Reduction
- Competitive Analysis
- Merger-Acquisition Integration
- Quality Systems
- Supplier Development & Audit
- Cross Functional System & Product



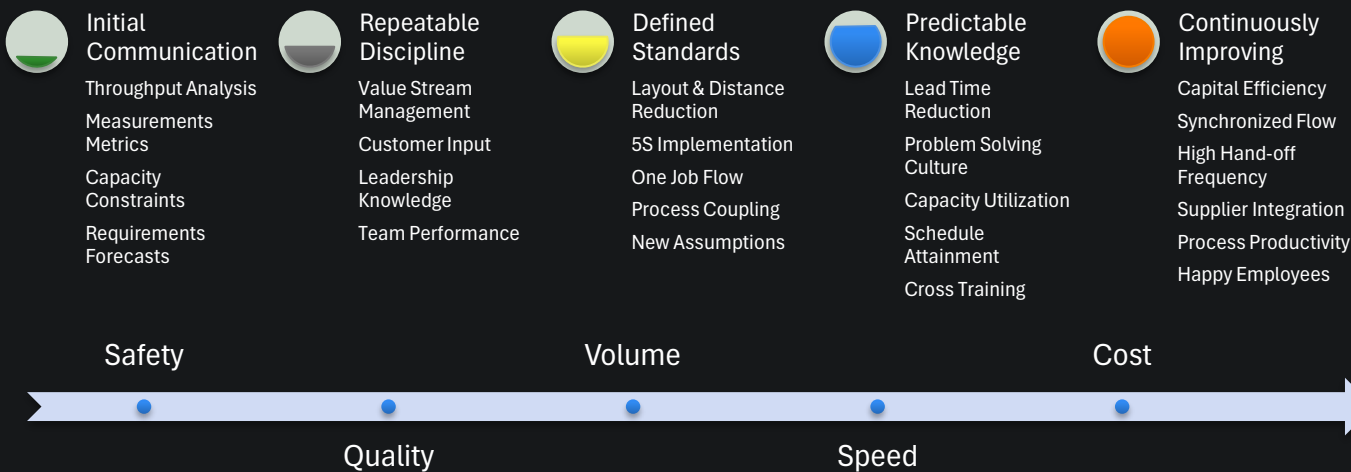
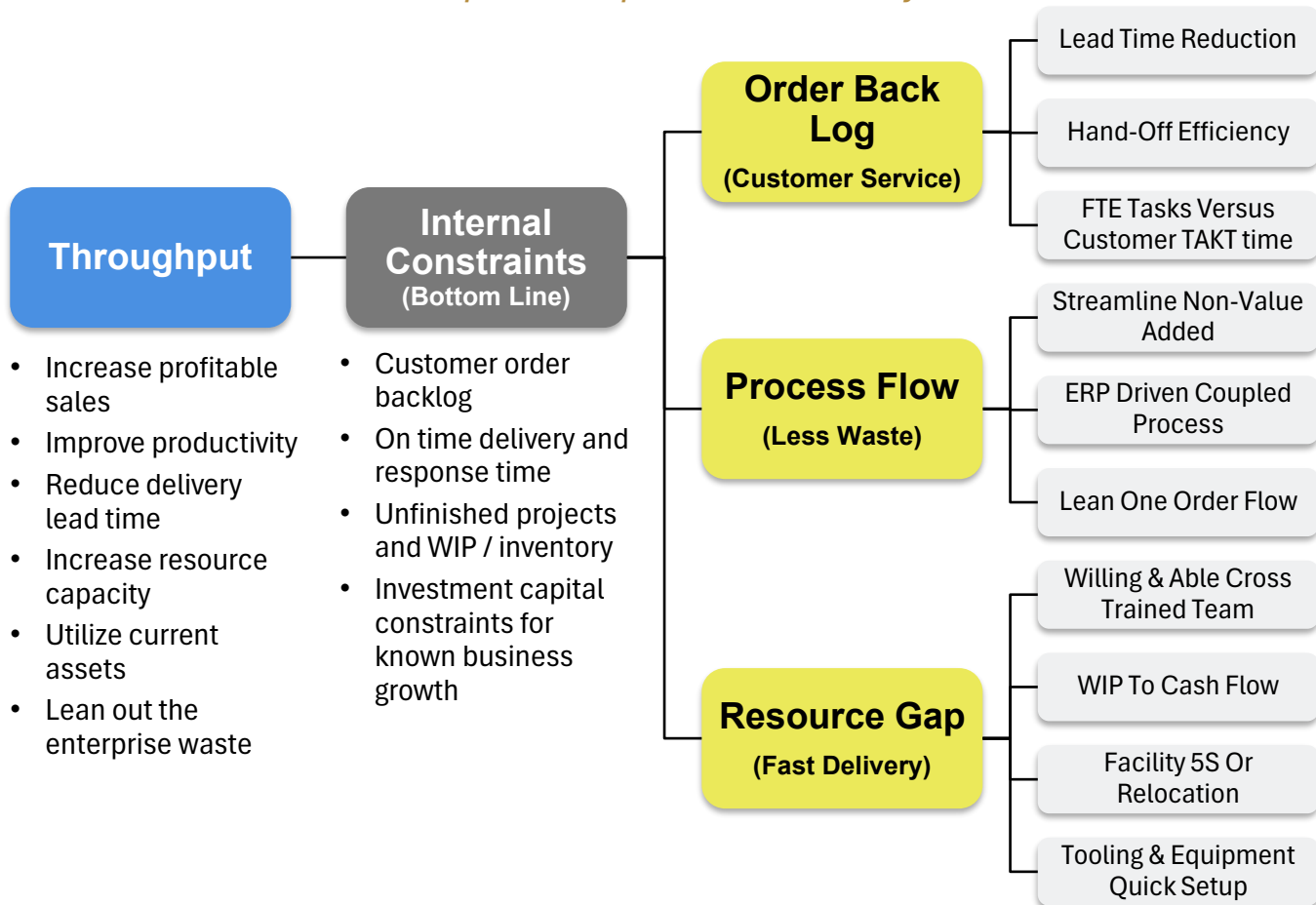
Strategic Framework



Throughput Increase



Competitive Operational Journey



COJ Throughput Project Plan Implementation

(1 of 2)

Transformative Constraints Management Business Plan

- Get everyone on the same page, change agent (champions) for the enterprise
- Current business challenges, future goals & benefits
- Establish new operational assumptions with new solutions
- Competitive lean-waste-free culture, values & shared identity
- Supervision roles, authorities, responsibilities, accountability & ownership
- Customer backlog due diligence and problem solving
- Leadership-supervision constancy of purpose & sense of urgency
- Educate, teach, coach & train employees on objectives and expectations
- Increase communication, empower and encourage participation and ownership
- SWOT workshop, brainstorming, documentation, analysis & report
- Roadmap for never ending Competitive Operational Journey

Skills Evaluation, Training & Coaching

- Happy workforce assessment, analysis and situational improvement initiatives
- Willing and able HR-Fit assessment & coaching
- Context driven career path & readiness skill gaps
- Employee soft skills personal development coaching & training, www.hrfitpro.com
- Staffing forecast vs. business plan
- Performance review & compensation methodology
- Leadership, management & supervision readiness power, boss vs. leader
- Workforce personal skillsets development training plan
- Scope of responsibility, job bands & span of control
- Personal task lists & FTE workload & job instructions
- Predictive & productive overtime requirements & approval process

Streamline External Business Development

- Sales by product & segment forecast
- Marketing vision and objectives
- Product plan, good, better, best & full-service competency company presentation
- Key Voice of Customer interviews & unique deliverables
- Voice of Employees
- Voice of Reps & Distributors
- Exhibition & trade show organization, participation & ROI tracking
- Support research to investigate the local competitor's footprint & benchmarking
- Business development, selling roles & responsibilities, measurable task list
- Lead generation, project & program management skills, techniques & oversight
- Merger & acquisition, partnership operational due diligence & valuation benchmarking

COJ Throughput Project Plan Implementation

(2 of 2)

Streamline Internal Business Functions

- Throughput budget process & communication
- Throughput variable budget by department-work center
- Throughput driven balance sheet and cash flow forecast
- Measurable throughput & productivity for key cost centers
- Production decision making and oversight process skillsets
- Value stream versus standard costing & job-BOM tracking models
- Business case development methodology & cost breakdown analysis
- Low hanging fruit working capital plan & lender interaction
- Customer requirements review, cost estimating process flow & speed
- Data analytics, generative & agentic AI digital production processes
- Borrowing base & line of credit organization

Outbound Throughput Flow & Measurement

- Takt time, lead time, cycle time, set-up time, capacity & gaps
- Process flow map, value added, NVABN, NVA & metrics
- Systematic constraints blocking-starving growth & throughput
- WIP & inventory physical count verification
- Productivity, efficiency & empowered cross training
- Record uptime & reduce downtime, understanding root cause codes
- Ever smaller buffers & lots, one piece/order/job synchronized flow
- Kit routing MRP & facility layout analysis & improvement
- Coupled process capacity forecast & level scheduling
- 5S implementation & measurement KPI's dashboard
- Quality control standards, ISO rollout and error prevention training

Inbound Suppliers Integration & Resilience




- Global sourcing supplier identification, research & selection process checklist
- Commercial negotiations & technical reviews
- Suppliers evaluation, process flow audit & certification
- Buffers, hand-offs & comprehensive process flow map
- ERP & MRP integration, team buy-in & digital access
- Global purchasing make versus buy strategy & plan
- Global logistics supplier benchmarking, strategy & plan
- Material price, logistics, tariffs, inventory, warehousing & "in & out" carrying costs
- Staffing agencies & HR service providers value proposition
- Offshore versus domestic supply chain benchmarking design
- Indirect & direct material dual sourcing & supply risk mitigation



Coaching, Mentoring & Career Therapy for Professional Growth

For the knowledge, experience, and traits needed for excellence on every job!

Key Skill Set Modules Include:

-  Happy Career
-  Skilling-Up Essentials
-  Circumstantial Duties



Regional presence / reach:

Detroit
Dubai
Dusseldorf
Hyderabad
Hangzhou
London
Saltillo
Sao Paulo



Strategic Framework

Happy Career

“We the people...”

How to attract, recognize & develop employees to retain happy talent?

Earning a life-long career

How to get ahead with more responsibilities & earn competitive compensation?

Productive & happy employees

How to skill up beyond specific job responsibilities & get rewarded?

Whole person improvement

- Building Self Confidence
- Building Trust
- Celebrations Of Success
- Emotional Intelligence
- Enable Others To Act
- Leader Vs. Boss
- Model The Way
- Resilience Traits
- Values & Mission
- Willing & Able
- Personal Traits
- Courage To Listen

Skilling-Up Essentials

- Communication Etiquette
- Conflict Management
- Cultural Awareness
- Diversity & Inclusion
- Embracing Change
- Interpersonal & Effective Communication
- People Skills
- Project Assertiveness
- Sense Of Urgency and Constancy of Purpose
- Ownership & Hierarchy
- Building Credibility

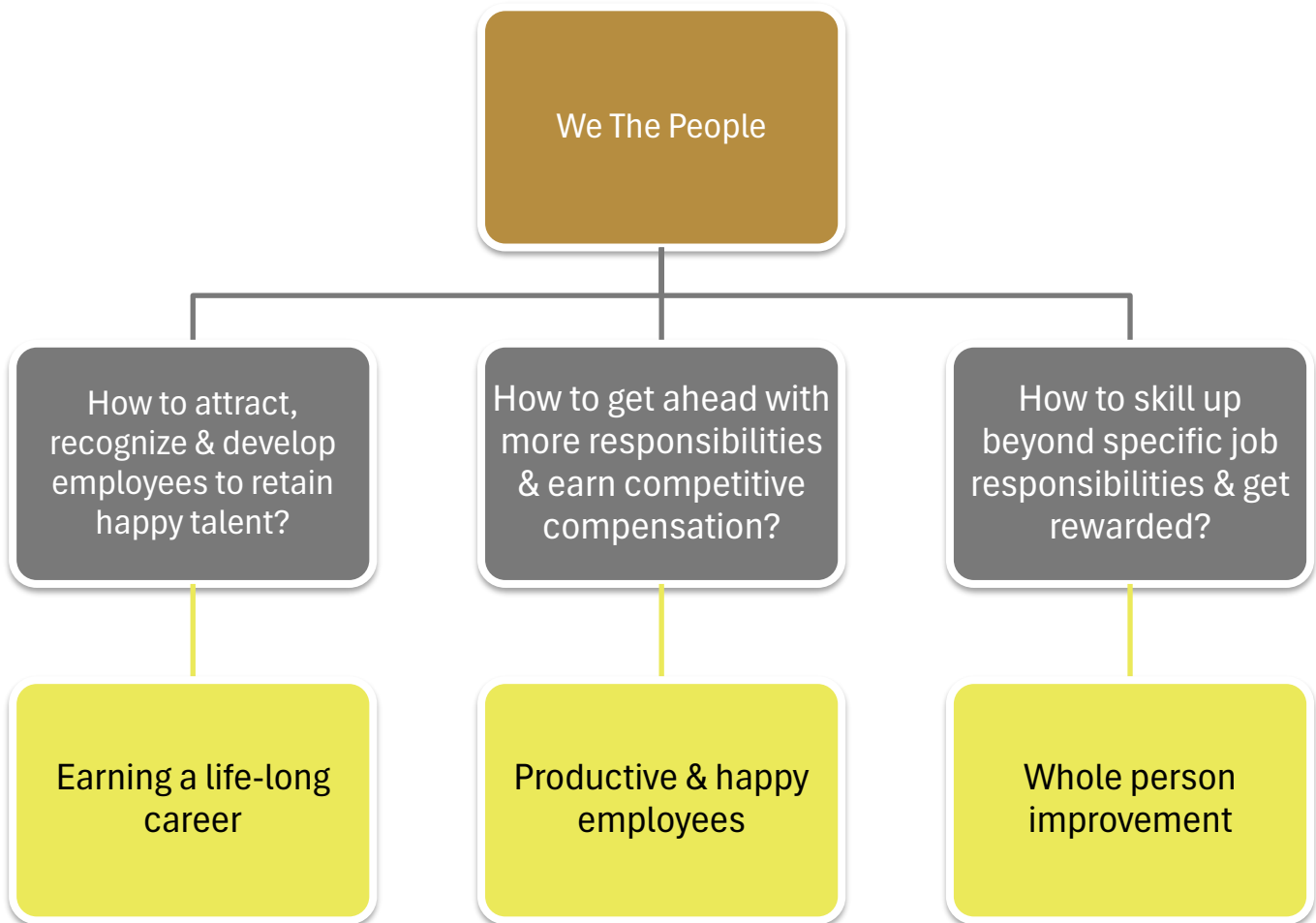
Circumstantial Duties

- Assignment Discipline
- Less Waiting
- Individualistic Vs. Communal
- Workplace Narcissist

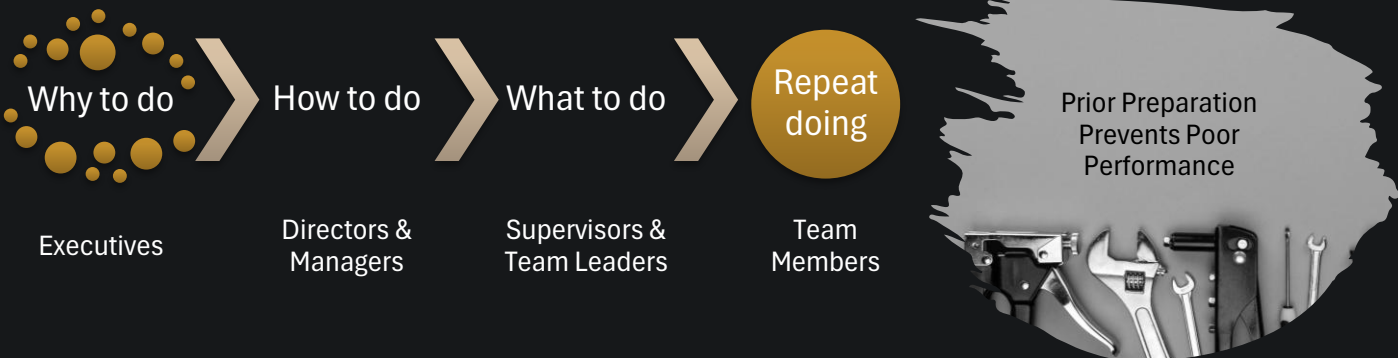
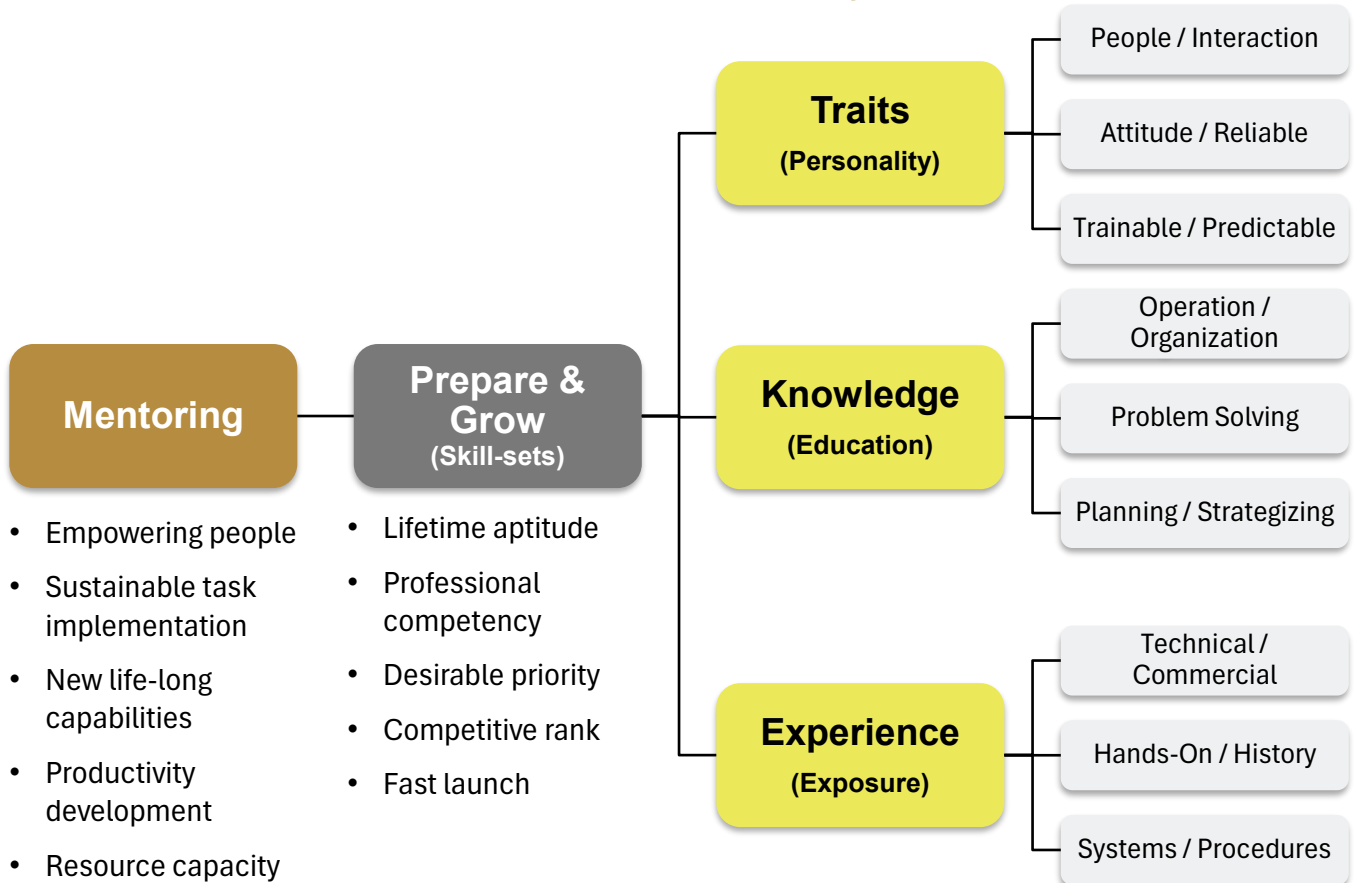
Strategic Framework



Coaching and Mentoring



Personal Career Journey





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PROFESSIONAL CAREER COUNSELING

Preventive Maintenance Skill-Set Mentoring Workshop Opportunities (1 of 2)

Traits (personality) (soft-skills)

- Assignment Discipline
- Building Credibility
- Building Self Confidence
- Building Trust
- Celebrations Of Success
- Communication Etiquette
- Conflict Management
- Courage To Listen
- Cultural Awareness
- Diversity & Inclusion
- Embracing Change
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- Sense Of Urgency and Constancy of Purpose
- Values & Mission
- Willing & Able Personal Traits
- Workplace Narcissist

Knowledge (education) (hard-skills)

- Brainstorming Norms
- Business Case Development
- COJ Lean Principles & Benefits
- Conducting Value Added Meetings
- Constraint Identification & Exploitation
- Customer Expectations Orientation
- Deliberate Recruitment & On-Boarding
- Dysfunctional Employees
- Effective Delegation
- Giving & Receiving Feedback
- Happy Employee Survey & Analysis
- Knowing Your Audience
- Leadership Fundamentals
- Management By Objectives
- Mentoring & Talent Development
- Motivating People & Building Teams
- Performance Review And Evaluation
- Personal Profile Assessment 360
- Presentation Skills
- Product Lifecycle Management
- Program Management & Gantt Chart
- Questioning Skill
- Retaining Technical Memory
- Risk Assessment
- Scope Of Responsibility
- Setting Priorities
- Supervision Fundamentals
- SWOT Analysis
- Time Management
- Voice Of Customer Research
- Women In Leadership
- Workload Balancing

Experience (exposure) (job-skills)

- 5S Tools - Sensible Implementation
- Business Planning & Dynamic Implementation
- Capacity Utilization & PFD
- Compensation Methodology
- Cross Training
- Distributor/Rep Selection Criteria
- Global Footprint Implementation
- Global Sourcing Implementation
- International Travel Preparedness
- Job Certification
- KPI's, Key Performance Measurement
- Leadtime - Practical Analysis & Optimization
- Material Handling Touchpoints & Buffers
- Matrix Organization
- MRP Start Dates, JIT Order Processing
- One Piece Flow
- Operational or M&A Due Diligence
- Personal Task List
- Plant-office Layout Streamlining
- Product-Process Relocation Tasks
- Recognition & Retention
- Roles & Responsibilities (RASIC)
- Site Selection Tasks
- Supplier Competitiveness Audit
- Throughput Accounting Fundamentals
- Throughput Measurement & Forecast
- Uptime/Downtime Process & Tracking





Dedicated to shaping a future where businesses thrive, professionals excel, and efficiency and innovation are not just goals, but realities.

Why Us?

Global Presence Experience

Industry & Business Experience

Professional Functions Experience



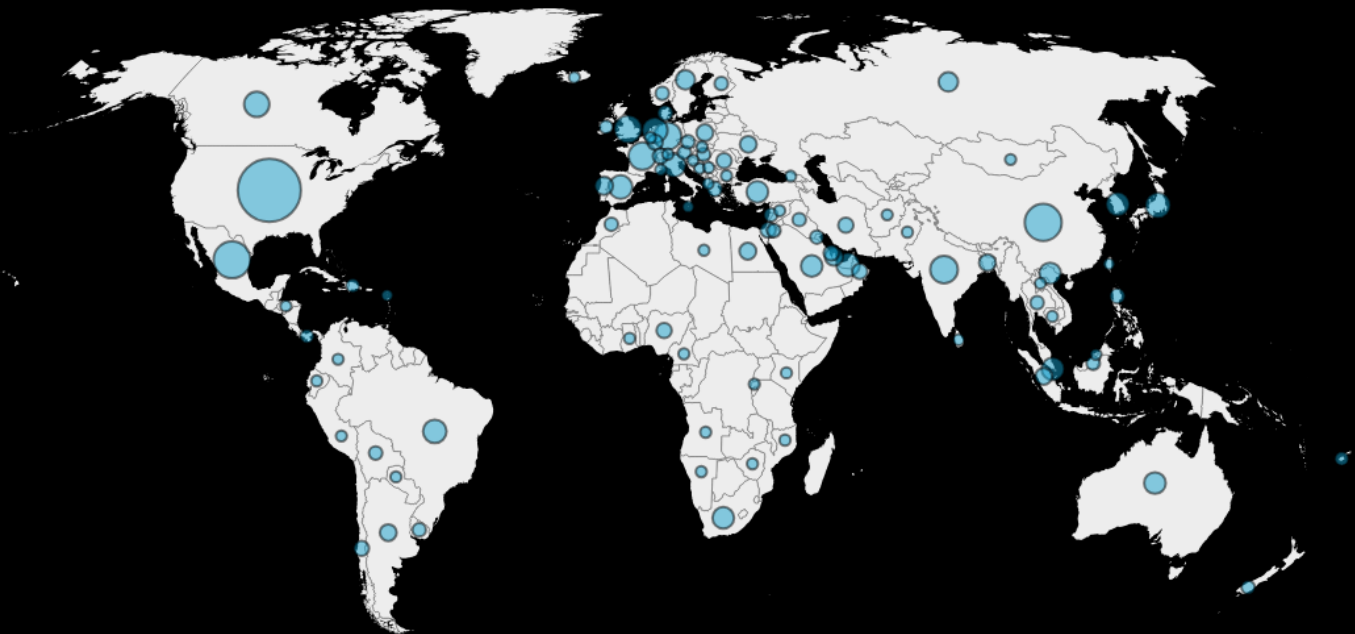
**Regional
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Global Presence Experience



Afghanistan – Albania – Angola – Antigua and Barbuda – Argentina – Australia – Austria – Bahrain – Bangladesh – Belgium – Bolivia – Bosnia and Herzegovina – Brazil – Brunei – Bulgaria – Cambodia – Cameroon – Canada – Chile – China – Colombia – Croatia – Czech Republic – Denmark – Dominican Republic – Ecuador – Egypt – Fiji – Finland – France – Georgia – Germany – Ghana – Greece – Honduras – Hungary – Iceland – India – Indonesia – Iran – Iraq – Ireland – Israel – Italy – Japan – Jordan – Kenya – Kuwait – Laos – Lebanon – Libya – Liechtenstein – Luxembourg – Malaysia – Malta – Mexico – Monaco – Mongolia – Morocco – Mozambique – Namibia – Netherlands – New Zealand – Nigeria – Norway – Oman – Pakistan – Panama – Paraguay – Peru – Philippines – Poland – Portugal – Qatar – Romania – Russia – Rwanda – Saudi Arabia – Serbia – Singapore – Slovakia – South Africa – South Korea – Spain – Sri Lanka – Sweden – Switzerland – Syria – Taiwan – Thailand – Turkey – Ukraine – United Arab Emirates – United Kingdom – United States – Uruguay – Vietnam – Zimbabwe



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Industry Business Experience

911 Call Center	Adult Products	Advisory Accounting	Agricultural Software	Airport Lighting	Animal Heat Pads	Art Galleries	Artificial Sweeteners
Assurance Accounting	Automotive Interiors	Automotive Stamping	Automotive Steering	Beauty Salons	Bolts & Screws	Box Cutters	Brake Systems
Business Registration	Coating & Painting	Coil Winding	Commercial Appliances	Community Nonprofits	Contact Lenses	Contract Employees	Conveyors Specialty
Corn Beef Production	Cultured Concrete	Custom Jewelry	Custom Packaging	Dance Studio	Deaf Services	Desert Production	Die Casting
Digital Factory	DOT Registration	Dry Erasable Boards	Educational Systems	Electronic Cigarettes	Electronics Recycling	Elevator Installation	Energy Drinks
Energy Management	Expert Witness	Eyewear Frames	Faith Organizations	Fastening Products	Fashion Clothing	FDA Registration	Fitness Providers
Floor Finishing	Food Containers	Forgings	Fuel Cells	Funeral Homes	Gas Filtration	Golf Simulators	Government Grants
Hair Extensions	Hair Trimmers	Healthcare Providers	Hinge Mfg.	Horticultural	HVAC Climate Controls	Hydraulic Fittings	Ice Melt Products
Industrial Hose	Industrial HVAC	Industrial Tools	Instrumentation Valves	Insurance Company	Int'l Trading	Label Printing	Laser Cutting
Lawn Garden Products	LED Lighting	Livestock Products	Machining Operations	Manufactured Homes	Medical Devices	Metal Fabrication	Metals Scrap
Microchip Mfg.	Military Machining	Municipal Tax	Music Production	Oil & Gas Services	Packaging & Printing	Paper Straw	Pet Gear
Plastic Molding	Point Of Sale Devices	Portable Gas Tanks	PPE-Masks, Gloves	Private Equity	Promotional Products	Prosthetics & Orthotics	Public Security Phones
Refrigeration Mfg.	Retail Distribution	Safe Manufacturing	School Districts	Security Services	Sensors & Actuators	Sewing Operations	Shingles Mfg.
Sign Language	Solids Filtration	Specialty Vehicles	Sport Shoes	Steel Distribution	Steel Production	Storage Systems	System Integrators
Tax Accounting	Testing Automation	Thermoelectric Materials	Tool & Die Manufacturing	Toothbrushes	Tote Bags	Training Institutions	Translation Service
Tube Bending	Used Appliance	Vision Technologies	Warehousing & Distribution	Welding Operations	White Boards	Window Products	Wrecker & Tow Trucks



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Professional Functions Experience

Accounting & Tax	Accounts Payable & Receivable	Aftermarket & Warranty	Assembly	Benefits
Business Development	Business Planning	CEO, President & COO	Competitive Analysis	Customer Service
Design	Engineering	ERP & Data Analysis	Estimating & Quotations	Fabrication
Facility	Finance	Founders & Owners	Human Resource Management	Import & Export
Information Technology	Inventory	Laboratories	Line of Credit	Logistics
Maintenance	Marketing	Material Handling	Materials Management	Office Manager
Order Processing	Outside Services	Packaging	Payroll	Production
Programmer	Project Management	Purchasing	Quality	Sales
Scheduling	Set-up	Shipping & Receiving	Soft Skills Training	Supplier Development
Technical Training	Testing	Tooling	Trade Shows	Warehousing



Dedicated to shaping a future where businesses thrive, professionals excel, and efficiency and innovation are not just goals, but realities.

Global Team Profile

TONY: A veteran in footprint expansion and operations streamlining, having launched multiple companies and transformed global teams in over 70 countries.

TAMARA: Distribution set up, inventory management, estimating & pricing, sales, lead generation, health & well-being, happy employees

REBEKAH: Human Resources, Executive Coaching, Training, Staffing, Policies, Team building, Performance Coaching, Leadership Development, Marketing, Sales, Distribution, Customer Introductions, Production Control, Scheduling, MRP, Customer Service, Program Management, Logistics

ALDRIN: Distribution set up & Vetting, Global Logistics, Trade Show Organization, Customer Introductions, Supplier Development

BRYAN: Project and Program Management, Product & Process Development, Competitive Analysis, Business development, Product Engineering, Test & Validation, Tooling, Research & Development

JOHN: Minority Business Development, Customer Liaison, New Business Ventures, Funding Development, Non-Profit Start Up

KIM: Engineering, Lean Operations, Lead Time reduction, Process Flow, Global Consolidation, Business team & Product Team Management, Project Management

WES: Program Management, Supplier Development, Quality Control, Customer Development, Start Up, Facility Management, Footprint Integration, Relocation & Consolidation, Information Technology, Business IT infrastructure, Data Management, Hardware & Software Architecture

STEPHEN: Supply Chain Management, Customer Requirements, Import/Export, Logistics, Sourcing, Supplier Audit, International Trading

JOSE: Real Estate, Facilities, Construction, Program Management

JÖRG: Customer Service Process, Global Manufacturing, Material Handling

CHRISTINE: Information & Data management, Training Organization, Celebrations, Event Planning

GREG: Business Case Development, Borrowing, Cash Flow, Working Capital, Finance and Accounting, Venture and Partnership Development, Project Management and Analysis

ANDRES: Quality, Lean Manufacturing, Plant Management, Problem Solving, Process Mapping

FADI: Purchasing, Customs, Logistics, Supply Chain Management, Warehousing, Project Management

RODOLFO: Component Manufacturing, Program Management, Marketing Business Structure, Automotive After Market

CRISTIAN: Quality control, Containment Plans, Sequencing, Import, Export, Start Up

RONA: Attorney at Law: US Immigration

TONY L.: Intellectual Property Management, Valuation, Marketing, Organization, Leveraging

JIAN PING: International Trading, Sourcing, Supplier Audit, Business Organization, Import, Export, Raw Materials, Start Up & Program Management, Logistics, Supplier Audits, Sourcing, Production Scheduling, Quote Cost Breakdown

NUMEROUS proven technical experts based on project requirements in Europe, Africa, Americas and Asia

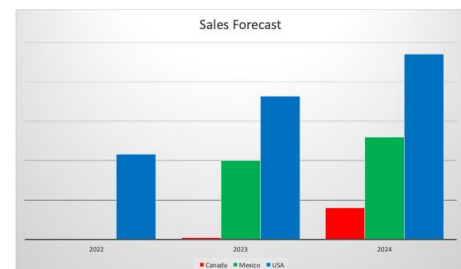
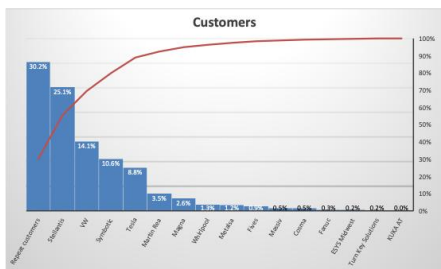
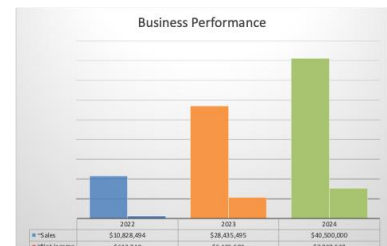
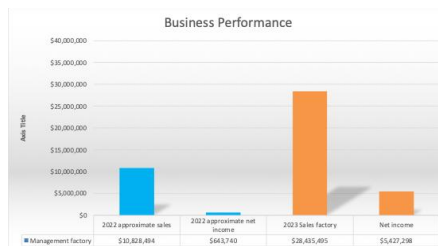
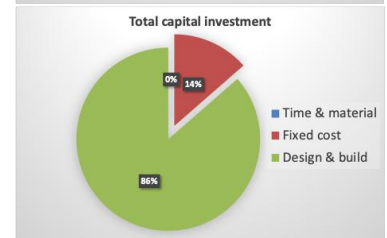
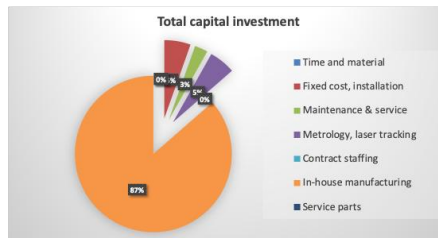
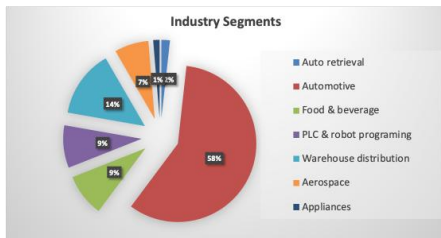
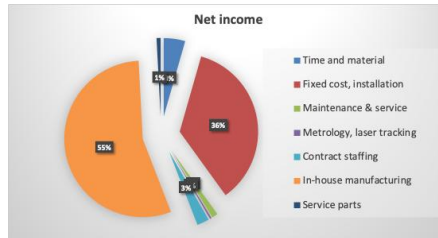
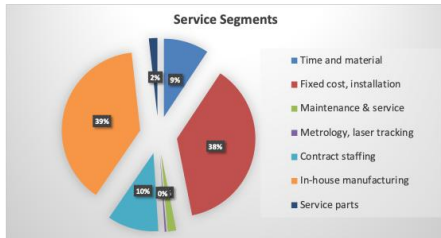
Global presence / reach: Detroit - Dubai - Dusseldorf - Hyderabad - Hangzhou - London - Saltillo - Sao Paulo





Dedicated to shaping a future where businesses thrive, professionals excel, and efficiency and innovation are not just goals, but realities.

Business Plan KPI's



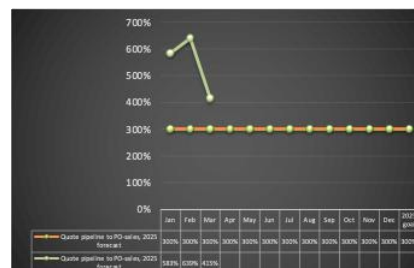
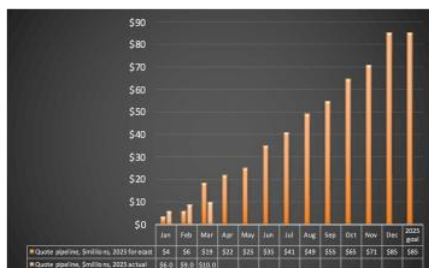
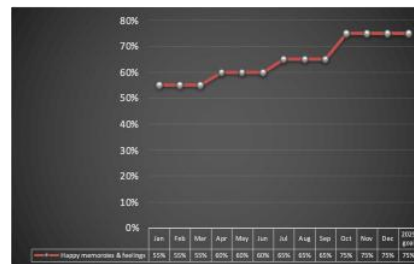
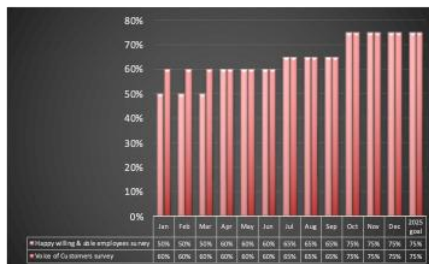
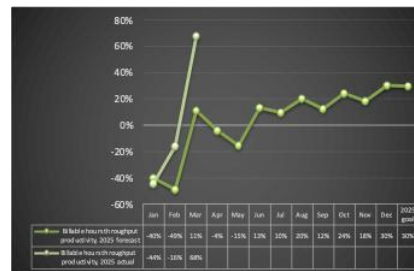
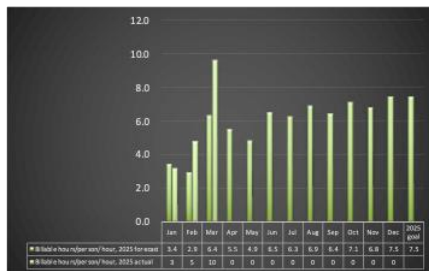
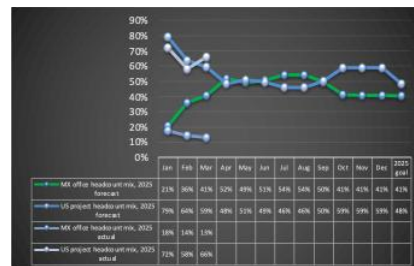
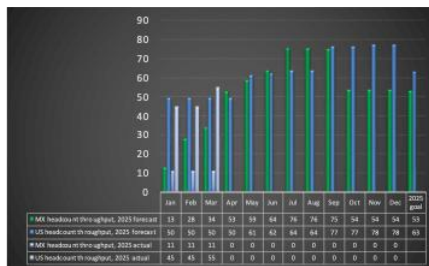
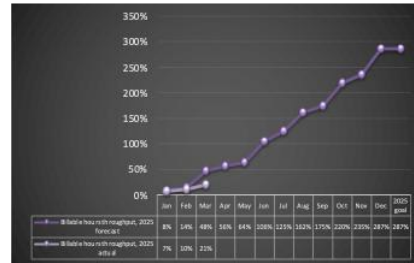
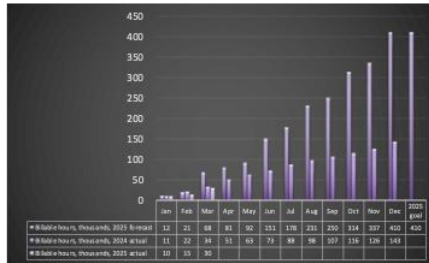


Dedicated to shaping a future where businesses thrive, professionals excel, and efficiency and innovation are not just goals, but realities.

Business Development KPI's

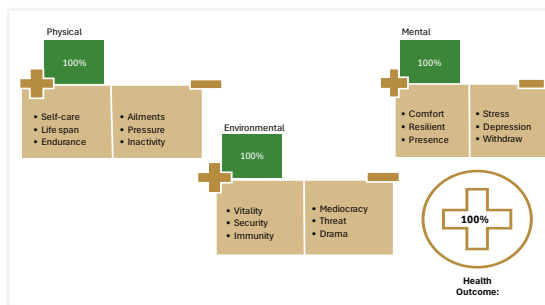
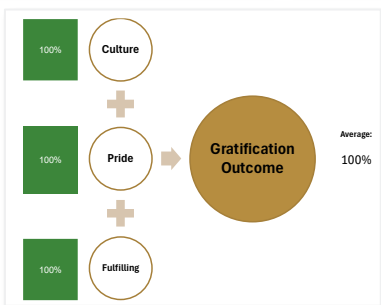
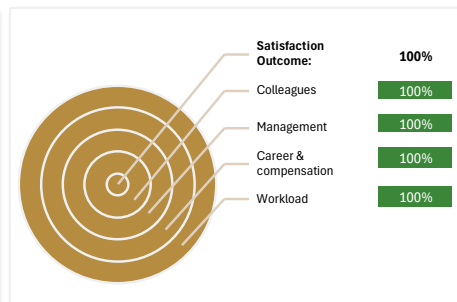
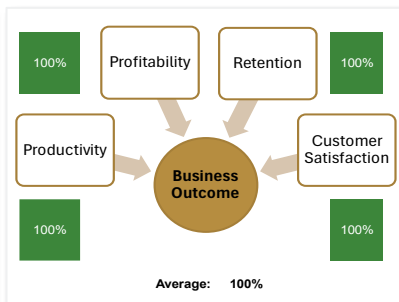
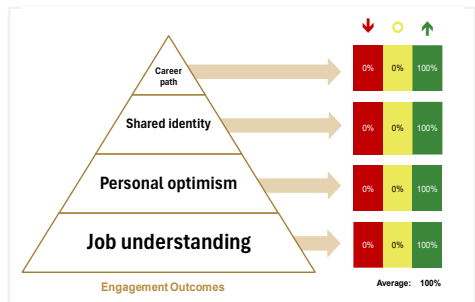


Business Operations KPI's

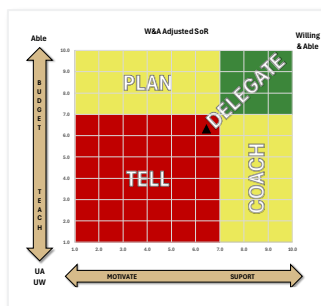
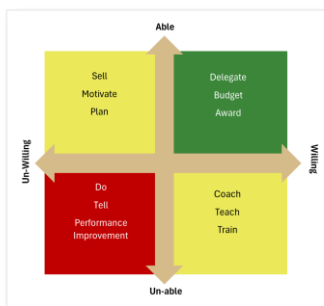


Workforce Development KPI's

Happy Workforce



Situational Willing & Able



Hierarchical Scope of Responsibility

