

Strategic thinker with a big picture mindset, exceptional ability to build strategy and drive actions which deliver on goals, and the capacity to energize a team of professionals by creating a resilient and innovative team culture.

BUSINESS LEADERSHIP BACKGROUND

Results-focused	Collaborative	Effective Management
Dynamic Leader	Customer Focused	Value-Based
Action Oriented	Highly Analytical	Continuous Improvement
Strategic Thinker	Creative Solutions	Growth Mindset
Team Builder	Trusted Advisor	Engaging

Positions Held

- ◆ Commercial Director (Paper Converting): Evans Adhesive Corp.
- ◆ Corporate Integration Manager: Evans Adhesive Corp.
- ◆ Business Manager, Packaging Makers / Tissue & Towel: H.B. Fuller Company
- ◆ Northeast Regional Sales Manager: Toptech Systems, Inc.
- ◆ Account Manager, Quality Control Automation: Honeywell / Honeywell-Measurex Inc.

Responsibilities

- ◆ Sales Team Leadership / Strategic Account Manager Leadership
- ◆ Sales Agent and Outside Sales Channel Management
- ◆ Corporate Account Management
- ◆ RFP Management & Corporate Contract Negotiation
- ◆ Product Pricing and Margin Management
- ◆ Product Line Reconciliation, Optimization, Formula Alignment with Market Needs
- ◆ Application Expertise: Teach Internally and Utilize with Customers Externally
- ◆ Data Analysis, Data Collection, and Report Development
- ◆ Continuous Improvement Project Management
- ◆ ERP Integration and Optimization

Results

- ◆ **“One of the best managers I have ever had” has been the consistent feedback I have received from my direct reports.**
 - My management style is hands-on and focused on employee growth.
 - Management of high performing to new and/or struggling employees.
 - Clear, honest, direct, and open communication leading to increased employee engagement, performance, and satisfaction.

- ◆ **Successful management of an average annual sales budget of \$13 Million across 17+ years of regional and national account management:**
 - 8 Years H.B. Fuller Business Manager - \$20 Million Average Annual Budget
 - 4 Years Toptech Systems Regional Sales Manager - \$3.9 Million Budget
 - 5 Years Honeywell Account Manager - \$4 Million Budget
- ◆ **Created New Sales Growth Exceeding \$20 Million:**
 - Evans Adhesive New Sales > \$1.6 Million
 - H.B. Fuller New Sales > \$10.3 Million
 - Toptech Systems New Sales > \$2.9 Million
 - Honeywell New Sales > \$5.3 Million
- ◆ **Special Projects Completed Beyond Normal Duties:**
 - Evans Adhesive: Lead integration of three corporate acquisitions into one "new" Evans Adhesive by implementing action plans to address over 40 functional issues across seven operational categories.
 - Evans Adhesive: Management and development of a new partnership-based sales channel leading to \$1 Million in new sales within the first 24 months.
 - Evans Adhesive: Specification, development, and management of corporate Business Intelligence (BI) Tool used across all corporate functions for invoice-level and PO-level reporting.
 - H.B. Fuller: Management and development of a new partnership-based sales channel leading to \$2 Million in new sales within the first 18 months.
 - H.B. Fuller: Development of market-specific application management tools for sales and technical team to manage customer knowledge base.
 - H.B. Fuller: Creation and successful implementation of an innovative value-selling approach for a new product launch leading to over \$1 Million in annual sales at competitive customer sites.
 - Toptech Systems: Developed "Value-Selling" system for new product launch
 - Toptech Systems: Lead NetSuite CRM+ system setup and optimization for company-wide sales department
 - Honeywell: Specification and definition of a new, \$4 million, plant-wide raw material process flow management system

Specific Skillsets and Areas of Expertise

- ◆ **People Management**
 - Knowledge Development
 - Focus Creation and Follow-Through
 - Goal Realignment
 - Performance Improvement
- ◆ **Project Management**
 - Continuous Improvement Projects at Customer Sites
 - Product Line Rationalization Projects
 - Corporate Acquisition Integration
- ◆ **Corporate Customer Management**
 - Sales Cycle Management

- New Implementation Rollout Management
- Large RFP Management
- Corporate to Plant Priority Alignment
- ◆ **Commercial Data Analysis**
 - Commercial Pricing & Cost Impact Anal
 - Corporate Margin Control
 - Customer Reporting
- ◆ **Adhesive Formulas and Application for the following markets/applications:**
 - *Technology: PVAc, VAE, Dextrin, PVOH, EVA, mPO, APAO*
 - Corrugated Box: Litho-Lamination, Single-Faced Lamination, Glued Lap
 - Bulk Bin: Multi-ply lamination, Glued Lap with Hot Melt Assist
 - Honeycomb: Core Construction, Panel Lamination
 - Folding Carton: Manufactured Joint, Window, Film Lamination
 - Core Winding (industrial core, lightweight core, composite can)
 - Tissue & Towel: Transfer, Lamination, Tail Tie
 - End-of-Line Box Closure with Hot Melt
- ◆ **Industrial Automation and Control**
 - Quality Measurement and Control Systems
 - Distributed Measurement and Control
 - Closed-Loop Feedback Control
 - Vision-Based Defect Detection
- ◆ **Tools**
 - Microsoft Excel (Expert Level)
 - Microsoft Word, PowerPoint, Teams (Very High Functioning)
 - Salesforce, NetSuite, CRM (Very High Functioning)
 - SQL-Based ERP (Very High Functioning)
 - Artificial Intelligence (Learning)