Seeking an opportunity to improve your business by engaging your people at all levels

to embrace continuous improvement regardless of their physical location

**2016 – 2021 MA Manufacturing Extension Partnership**

A nationwide network of not-for-profit centers organized under the US Department of Commerce dedicated to providing small and medium-sized manufacturers with the help they need to succeed.

**Project Manager**

* Completed a needs assessment with companies to address strategic, cultural, and process improvement goals
* Delivered services allowing clients to achieve long term business success
* Collaborated with colleagues to redesign training materials for the virtual environment
* Trained more than a 1,000 adult learners with an average evaluation score of 4.8 on a scale of 1 to 5

**2015 – 2016 Unipart Expert Practices**

The consulting division of the Unipart Group – assists organizations increase capacity, reduce costs, and improve customer service with their Performance Through Engagement model.

**Coach Practitioner**

* Worked within a large New England utility to identify improvement projects
* Coached internal champions to uplift business and leadership skills
* Provided financial benefit to client through project implementations

**2004 – 2015 NH Manufacturing Extension Partnership**

The center in NH of the nationwide network organized under the US Department of Commerce.

**Project Manager**

* Facilitated Lean projects across a wide variety of manufacturing industries
* Designed, developed, and delivered projects to achieve results: 25% increase in throughput, 50% reduction in scrap, 85% reduction in WIP, 30% increase in sales per employee, 35% improvement in processing time, 37% cost reductions
* Trained more than 800 adult learners with an average evaluation score of 4.8

**2001 – 2004 Waterpik Technologies • Rochester, NH**

Laars Heating Division – a manufacturer of gas and oil heating products used in commercial and residential markets, providing heat and hot water for a number of applications.

## Plant Manager

* Led the 150-person manufacturing team in achieving sales of $39mm annually
* Launched three new products in 20 months – an industry record
* Implemented Lean strategies via 18 Kaizen events, improving morale, and reducing turnover

**1997 – 2001 Aavid Thermalloy • Laconia, NH**

A world leader in thermal solutions – designing, developing and manufacturing heat sinks at the circuit board level, products for BGA and CPU devices, and complex systems.

## Plant Manager

* Led a 600-person three shift manufacturing facility with annual sales of $60mm
* Coached direct staff and production associates through a Lean transformation realizing cost reductions and on-time delivery improvements

## Director of Manufacturing

* Managed the start up of a facility in Manchester, NH
* Went from ground zero to a three-shift operation in four weeks
* Exceeded all safety, quality, efficiency, inventory and delivery goals during start up and shut down thus avoiding $250,000 penalty clauses

**1983 – 1996 Hamilton Standard • Windsor Locks, CT**

A division of United Technologies – one of the world’s largest suppliers of electronic and mechanical control systems for the aerospace industry.

**Positions of Increasing Responsibility within Operations, Program Management, and Engineering**

* Led a 92-person manufacturing center with annual sales of $45mm
* Championed the Lean initiatives under the guidance of Mr. Ito, a sensei from Matsushita Electric, resulting in operational improvements
* Planned and managed cost, schedule, and technical requirements for several design programs including controls systems for a Rolls-Royce experimental engine
* Led a team of engineers in support of electronics manufacturing
* Worked on integrated product development teams and reduced introduction errors
* Developed and implemented manufacturing process improvements
* Developed a reprogramming facility in France and achieved FAA and CAA certification
* Personally recognized by The Boeing Company with the Team Excellence Award twice

**Education**

**Doctor of Arts in Leadership**

Dissertation Title: The Workers’ Leadership Role in a Lean Transformation

Franklin Pierce University

**MBA**

Rensselaer Polytechnic Institute

**BS – Electrical Engineering**

**BS – Biomedical Electronic Engineering**

University of Rhode Island