

## TALENTED, EXECUTIVE LEADERSHIP

Twenty years of diverse experience in project management, quality control, process improvement in a manufacturing environment with responsibilities in management, quality, safety, training, environment, and technical processes and procedures. Solid strategic planning and implementation skills take an organization to its next level. An energetic, self-starter dedicated to best practices and customer satisfaction.

### PROFESSIONAL STRENGTHS

- ◆ Leadership
- ◆ Strategic Planning
- ◆ Facilitation
- ◆ Process and Procedure Development
- ◆ Problem Solving
- ◆ Internal/External Relationship Management
- ◆ Cohesive Teams
- ◆ Project Management
- ◆ Training

## SELECTED ACHIEVEMENTS

### LEADERSHIP

- **Facilitated** long-term and short-term planning and plan implementation and deployment for ten years. Because of solid planning, the plant achieved at least 80% goal attainment for ten straight years.
- **Implemented** Malcolm Baldrige Criteria for Performance Excellence and received the highest award of any WritePro facility
- **Led** team to update and create leadership skill criteria for team members to ensure leadership development of team members
- **Chaired** the Iowa Excellence Center Council and ensured responsibilities were defined and documented
- **Chaired** the Iowa Excellence Center Council to ensure performance excellence through continuous improvement in Iowa's businesses, communities, and individuals. Council attendance grew significantly, responsibilities were clearly defined, and for the first time the Iowa Excellence Center had defined and documented goals with metrics.

### PROJECT MANAGEMENT

- **Facilitated** long and short-term strategic planning and deployment to grow business opportunities by 30% annually for over 10 years.
- **Developed** and implemented Source Learning project to ensure documentation of problem resolutions are documented and accessible for future projects.
- **Led** Environmental Management system development to complete ISO 14001 certification
- **Developed and implemented** Source Learning project to ensure problem resolutions are documented and readily accessible to management. This effort reduced the need to "reinvent the wheel" when developing a solution to a problem.
- **Improved** pH test capability index to reduce test variances, improve quality, and ensure customer product satisfaction. Test capability index, variability process comparison to specifications, improved from 2.5 to 4.0.

## PROCESS IMPROVEMENT

- **Led** Quality Management System to achieve ISO 9001:2000 certification the criteria to enhance customer satisfaction, control processes, and provide a process for continual improvement.
- **Coordinated** and conducted Kaizen events to shorten process improvement time.
- **Championed** Lean Sigma processes in company's reorganization efforts to be more competitive. Evaluated and streamlined the Document Management System to be more efficient.

## MANAGEMENT

- **Facilitated** policy modification executive team's analysis and strategic resolutions.
- **Coordinated** and managed the Change Management process to ensure a safe work environment
- **Analyzed** business data and developed procedures to ensure attainment of continuous improvement initiatives.
- **Evaluated and streamlined** the Document Management System to be more effective and efficient. Implementing this plan reduced labor requirements by one full-time position and increased document search capabilities.
- **Developed** Standard Operating Procedures for various operations throughout the plant. Creating and following standardized procedures enhanced operations, improved efficiency, saved money, and saved labor.
- **Created and updated** leadership skill criteria for the plant as a means of ensuring proper development of leadership competence for all members of the team.
- **Developed and launched** the Disaster Recovery Plan to minimize and prevent losses. As a result, the plant is prepared to react positively in the event of a disaster that disrupts operations.

## PROFESSIONAL EXPERIENCE

<b>Sabine Stream Pulp Products</b>	<b>Sabine Whitecaps, Iowa</b>
Business Systems Team Leader	2005 – Current

<b>WritePro Products</b>	<b>Sabine Whitecaps, Iowa</b>
Quality Control Lab Manager	2000 – 2004
Technical Representative	1987 – 1999
Research Chemist	1984 – 1987

## EDUCATION

Bachelor of Arts	General Science / Chemistry, Biology (teaching endorsement)
Connect University	Sabine Whitecaps, Iowa

## PROFESSIONAL & COMMUNITY INVOLVEMENT

Iowa Excellence Center, Board of Directors (8 years as member)  
Iowa Excellence Center Council (2 years-Chair, 12 years-membership)  
Iowa Recognition for Accomplishment (past examiner)