

Currently reside in Chicago, IL 60610. Open to domestic and international travel.

## STRATEGIC OPERATIONS & SUPPLY CHAIN EXECUTIVE

*with critical expertise in global manufacturing and engineering management*

### Leadership summary

Tenacious, action-oriented operations strategist and tactical change agent, collaborating with c-level leadership on growth planning and M&A positioning while repurposing human and physical resources to accommodate new organizational infrastructures. Called to action in domestic and international capacities within various sectors as an industry-recognized authority on lean transformation and Six Sigma Green Belt quality practices. Offer a long-standing record of achievement establishing lean cultures, consolidating/migrating operations and automating manufacturing to produce sweeping efficiency improvements and eight-figure cost savings.

### executive value proposition

• Strategic Business Planning	• Lean Manufacturing	• Organizational Efficiency
• Global Operations Leadership	• Supply Chain/Logistics	• Six Sigma Green Belt
• Multi-Site Plant Management	• ISO/TS Quality Systems	• Facility Startup/Consolidation
• Global Sourcing/Procurement	• Process Improvements	• Change Management
• Talent Development	• Mergers & Acquisitions	• P&L Leadership

### professional employment history

**INTERIM OPERATIONS DIRECTOR** | Burging-Norton Division 2010 – 2011  
Amston Industries

Recruited by President of \$160M division based on reputation of achievement in leading product and production transitions from U.S. to Mexico. Produced immediate results on 12-month interim assignment to develop and execute low-cost manufacturing and supply chain strategy, delivering substantial OPEX savings and repositioning the company as a high-impact competitor in the global automotive manufacturing economy.

- *Led challenging, multi-tiered transition of 20 product lines to Mexico while maintaining P&L objectives and attaining world-class ISO and TS Quality Certifications for new Latin American site.*
- *Decreased labor costs 70% and headcount 20% while eliminating 5% of scrap and clearing 10% of inventory excess as transition leader.*
- *Boosted productivity 20% and cut rework time 30% with continuous improvement plans during low-cost country changeover.*
- *Yielded 15% increase in throughput and raised profitability 5% via union contract negotiations and new "Pay for Performance" program.*
- *Trimmed WIP levels and production costs 10-30% while reversing negative revenue earnings to positive with lean manufacturing principles.*

**SENIOR VICE PRESIDENT OF OPERATIONS AND SUPPLY CHAIN** 2004 – 2010  
Norwell Promotional Products (acquired by Buc Corporation)

Sought out by CEO of \$335M consumer goods manufacturer to assume position as VP of Operations. Tasked to define strategic plan and guide plant consolidation efforts as part of a companywide cost-savings initiative. Offered SVP appointment within 15 months to oversee 3 critical areas—operations, supply chain and engineering—for 5 U.S. facilities and 3 Asian sourcing offices with 1,700 personnel. Held P&L accountability for \$190M manufacturing and \$10M CAPEX budgets. Played key role on 5-member strategic leadership team that prepared, marketed and sold company to Bic Corporation in 2009.

NOTES

## SENIOR VICE PRESIDENT OF OPERATIONS AND SUPPLY CHAIN (continued)

- Saved \$8M by consolidating 9 plants to 5 and attained 98% fulfillment rate throughout 24-month integration period.
- Produced additional 5-year, \$35M cost savings by instituting centralized, lean manufacturing culture.
- Trimmed annual worker's compensation expenses from \$3.6M to \$1.8M and elevated staff competency by establishing Lean Master Training.
- Generated 15% reduction in product returns with new quality, product safety and sourcing protocol.
- Established protocol to source 60% of materials from low-cost countries.
- Decreased annual inventory \$6M, simplifying supply chain management of 30,000+ SKUs while launching and commercializing 2,500 new products.
- Earned company ASI Distributor Choice Award for 7 years, maintaining high productivity levels, managing and motivating concerned production staff through post-consolidation layoff period.



## VICE PRESIDENT OF OPERATIONS | Filtrax Division SPF Corporation

2002 – 2004

Engaged by Division President to combat profitability challenges, consequently migrating U.S. operations of a \$180M automotive parts manufacturing division to Beijing, China. Spearheaded manufacturing, distribution, engineering, new product development and purchasing to optimize yield and lower overall expenses.

- Delivered 98% yield with new quality, Six Sigma, lean management and TPM standards.
- Realized 98.6% on-time delivery rate with new raw/finished goods inventory controls and Just-In-Time (JIT) best practices.
- Reduced manufacturing labor costs by 38% and headcount by 25% while escalating productivity 30% with new Asian outsourcing strategy.
- Boosted productivity for distribution center by 20%+ with Kaizen techniques and value stream mapping.

## VICE PRESIDENT OF MANUFACTURING Rayhill Garage Doors

1997 – 2002

Initially recruited by CFO and CEO as Director of Manufacturing for \$130M company. Promoted to VP and company officer within 1 year for increasing company standing within international manufacturing markets in record time. Directed comprehensive change from regional to global manufacturing model. Held strategic authority over 8 manufacturing plants (6 union and 2 non-union), leading 1 engineering director, 8 plant managers and 583 staff while maximizing supply chain value and plan safety.

- Fueled revenue increase of \$30M by transferring operations to South Carolina and starting up new manufacturing plant to broaden distribution channels.
- Drove productivity improvements by introducing "Pay for Performance" program for South Carolina facility and Illinois fleet operations.
- Prevented \$2M in losses with lean manufacturing, Kaizen, Six Sigma and 5S principles.
- Cut labor costs by 50% through implementation of an automated, high-tech manufacturing line and increased staff efficiency levels with JD Edwards One World ERP system.
- Functioned as strategic member of acquisition team, purchasing an \$18M Canadian company to develop existing product line, expand capacity and exploit new distribution channel.



## education, accreditations and affiliations

- B.S. in Industrial Engineering, *Indiana State University*
- Certified Six Sigma Green Belt, Institute of Industrial Engineers | Lean Manufacturing, *Indianapolis School of Engineering* | ISO 9000 Certification
- IIE (Institute of Industrial Engineers) | SME (Society of Manufacturing Engineers) | SAE (Society of Automotive Engineers) | SPE (Society of Plastics Engineers) | Presenter at Norwell/Buc National Sales Meetings: 2006, 2007 and 2008

## *Best Executive Résumé:*

### **Project Brief:**

An industry authority on lean transformations and Six Sigma methodologies, Nieda has been called upon by diverse organizations to streamline their global manufacturing operations and supply chain processes. His existing resume was not highlighting his impressive results in these areas, and so, very little calls to interview.

Our focus for this project was to take “personal branding” 5 steps further than prevailing industry trends, beginning the process with an in-depth discovery session and prompting further exploration that led to identifying his talent for pioneering and embedding process improvements and creating highly detailed action plans that realized powerful results for companies undergoing major change.

As we began developing Nieda’s brand, his headline/title and supporting power statement came naturally. The emerging theme of his professional career was “driving operational excellence,” so we incorporated this statement right into his logo.

### **Design Elements:**

Using sophisticated techniques aligned with adult learning theories, we integrated powerful written content, graphic elements and instructional design strategies to capture and hold the hiring audience. Nieda provided inspiring case studies on company-wide lean manufacturing initiatives that he had spearheaded, prompting us to include a graphic of this key area of achievement.

We also took into consideration the entire hiring continuum, and created a gray text box element as a user-friendly area for interviewers to jot down notes.