

Example of a Senior Management Executive resume After using the RESUME GRADER

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SUMMARY

20 years of domestic and international operating experience in executive level positions. Proven track record in motivating and building a strong organizational climate through personal involvement and a proactive leadership style. Ability to rationalize businesses, reset strategies and streamline operations to achieve revenue and profit goals in a leveraged operating environment.

1998 - 2001
Overview

SEMCO PLASTICS COMPANY INC. CHAIRMAN & CEO

St. Louis, MO

Recruited by Aurora Capital Group to execute an acquisition strategy and rapidly build a \$300-\$500MM plastic injection molding company by integrating multiple acquisitions into a homogenous multinational manufacturing platform capable of sustained growth.

Phase I Identify target companies to acquire.

- Actions*
- Conducted due diligence on 80 companies serving 4 market segments (electronics, consumer, medical and industrial/automotive) during first 12 months.
 - Negotiated with targets which led to acquiring 5 companies ranging from \$7MM - \$160MM.

Phase II Rationalize the businesses while expanding product and service offerings to the marketplace.

- Actions*
- Established a common corporate culture and built an executive management team with CFO, VP Engineering/Technology, VP HR, VP Operations/Integration and 3 Divisional Presidents.
 - Closed 2 manufacturing plants that saved \$4.2MM annually and implemented cost reduction initiatives that saved \$9.5MM annually.
 - Expanded value added services (clean room manufacturing and assembly, in-mold decorating, painting and global assembly capabilities).

Result Created a \$400MM plastic injection molding company with 14 US, Mexican, Canadian and UK facilities, reduced operating expenses by \$13.7MM and expanded products and services.

1997-1998
Overview

DARSON GROUP PRINCIPAL (expected to become CEO)

Recruited to execute a private equity investment strategy to build a \$200-\$300MM precision machining business focused on medical products, aerospace and semiconductor industries. Goal was to acquire 3-5 platform businesses as part of an industry consolidation of manufacturers into a single-source solution provider for OEMs.

Phase I Due diligence evaluations of target companies.

Actions Analyzed 57 companies (\$15 to \$135MM) and negotiated Letters of Intent with 12 prospects.

Result Darsen acquired a single medical components manufacturer with \$30MM in sales, a significant departure from the original platform strategy.

1994 - 1997

CALVERT INC. PRESIDENT/COO, INTERNATIONAL WIRE GROUP (IWG)

1995-97

E.V.P./G.M., ARROW ELECTRONICS

1994-95

Europe

Overview

Initially hired by Calvert to take over Arrow Electronics division after the acquisition of Dupont Connector Systems. At Arrow I managed a \$180MM European operation with 1,100 staff in France and the Netherlands serving the electronics, computer and telecom industries. By 1995, I formed a \$230MM business unit (IWG) and then added companies (ECM and Omega) that became a \$450MM company needing to be rationalized to grow profits and compete in a price sensitive market.

At International Wire - Rationalized and consolidated 29 manufacturing plants into 17 plants to capture efficiencies and respond to our largest customers who demanded price cuts of 5-10% each year.

- Actions*
- Instituted a unified corporate culture with new Executive Management Team.
 - Organized business units into 3 market driven divisions (bare wire, insulated and harness).
 - Evaluated P&L performance of each division to identify opportunities to reduce costs.

Result Created a top-5 US producer of copper wire and wire harness products.

Result Reduced prices 10% yet increased EBITDA by 5% worth \$8MM - all accomplished while absorbing \$10MM in closing and relocation costs.

Result Reduced inventories by 20% in 1996 thereby increasing cash flow by \$13.5MM.

As EVP/GM Arrow Electronics - Improved speed to market product delivery, by focusing on design, development and restructuring of the sales marketing organization.

- Actions**
- Instituted the American culture into the existing European system.
 - Completely re-engineered product development cycle time through process mapping.
 - Re-engineered manufacturing operations into highly focused factories.

Result Increased sales by 22% within year one - worth \$35MM.

Result Reduced design development cycle time from 180 days to 70 days.

1987-1994

LARSEN MANUFACTURING

PRESIDENT — <i>Larsen Packaging Systems</i>	1993-94	Ft. Lauderdale, FL
PRESIDENT — <i>Larsen Construction Equipment Group</i>	1992-93	Ft. Lauderdale, FL
PRESIDENT — <i>Rockford Steel Building Systems</i>	1988-92	Waterboro, SC
PRESIDENT — <i>Precision Equipment</i>	1987-88	Fargo, ND

Overview

Recruited by the CEO of this Fortune 500 company to help execute new initiatives to consolidate a conglomerate of 38 companies into 7-9 global market leaders ranging from \$50MM-\$500MM in sales.

Phase I **Market integration -construction manufacturing group.** Successfully integrated 2 manufacturing companies and an acquisition into a business unit with \$60MM in sales and was poised to grow to \$150MM through new sales of branded products.

Phase II **Market integration -packaging group.** Took over project after an initial attempt was made to create a single integrated market provider from 6 Larsen packaging companies - Larsen spent \$50MM to consolidate 4 plants yet sales dropped by \$85MM. Strategy to salvage the integration is as follows.

Actions **At Larsen Packaging Systems** – Managed worldwide operations of 6-operating units with manufacturing centers in the UK, Italy, Brazil, Mexico, Australia, and the US (sales of \$150MM with over 1,000 employees). Implemented a recovery plan by meeting with global customers, building a new executive management team and working with plant management to resolve a order backlog and push sales management to meet expectations.

Result Expanded sales and distribution by \$5MM in the Pacific Rim.

Result Accelerated R & D to meet the current and future demands in Asia and the Eastern block.

Overview

At Larsen's Manufacturing – Managed 3 manufacturing companies and a distribution company. Targeted sales were approximately \$150MM. Successfully created Larsen's first global market leader platform.

Result Streamlined marketing, sales, and distribution to focus on customer expectations.

Result Consolidated four manufacturing plants into a single highly automated facility.

Overview

At Rockford Steel Building – Managed an \$85MM company with 2 manufacturing facilities, 34 branch locations and over 800 employees. Expanded market presence into all tier-1 markets in the US.

Result Increased sales by 55% and profit by 115% from 1989 to 1991.

Result Expanded branch operations from 22 locations to 34.

Overview

At Precision Equipment – Senior Executive of a \$17.5MM manufacturer of construction and road building equipment. Rationalized products by pruning under performers and reduced organizational overhead.

Result Realized \$1.5MM in new profit from successful turnaround of this division.

1980-1987

ORERCO SYSTEMS **VICE PRESIDENT — GM**

Southerlin, OR

Managed a specialized manufacturing and distribution company. Additionally, was Executive VP of a \$17MM international division that was in partnership with S.A. White Martin's in Brazil.

EDUCATION

Business Administration - University of Miami, Miami, FL