

**Instructional Experience:**

Experienced on-line part-time faculty associate / instructor, in person classroom facilitator, and presenter of several business, industrial and academic topics. Utilizing personal business experience to tie into weekly syllabus learning modules and understand where each student can relate with their own experiences. Joined ASU Spring 2015 Semester, in the College of Integrative Sciences and Arts instructing OGL 320 (Foundations Project Management), OGL 321 (Project Leadership), OGL 260 (Resource Allocation in Organizations) and OGL 481 (Pro-Seminar I).

**ARIZONA STATE UNIVERSITY, Tempe, AZ (part-time / on-line) [www.asu.edu](http://www.asu.edu)****01/2015 – Present**

ASU was founded in 1885 and is a public metropolitan research university with six campus locations in Arizona having the largest enrollment in the United States.

**Faculty Associate / Instructor – College of Integrative Sciences and Arts (Organizational Leadership) Leadership and Integrative Studies [www.asu.edu](http://www.asu.edu)**

- Facilitate on-line instruction of Accelerated Courses; OGL 320 - Foundations Project Management, OGL 321 – Project Leadership, OGL – 260 Resource Allocation in Organizations (Intro. to Corporate Finance) and OGL – 481 Pro-Seminar I.
  - OGL – 320: Key insights by examining the knowledge areas, project phases, and how they align together. Project management through an examination of various theoretical approaches, case studies, best practices, in successfully planning, organizing, managing, closing, and evaluating projects.
  - OGL – 321: Focus on the application and execution of a variety of analytical tools including Harvard Business Publishing Project Management Simulations. Experience the complexities of managing a project, while identifying the relationships that bring projects to successful conclusions.
  - OGL – 260: Introduces the decision-making framework of resource allocation within the broader context of basic business finance. Financial decisions guided by fundamental principles of resource management, accounting, P&L drivers, financial statements, balance sheets and capital investment.
  - OGL – 481: Students reflect on their experiences in the organizational leadership program focusing on the key competencies they have learned. Applying the organizational frames concept, students synthesize key learnings across their education and explore organizational leadership through multiple perspectives such as: structural, human resources, political, symbolic or ethical.
- Each course is a 7 week / module format with discussion board, papers and quizzes.
- Courses are a-synchronized using Blackboard / Canvas and taught remotely, with 25+ students.
- These courses offered are part of several degree programs and in conjunction with the Starbucks partnership.

**Other Instructional / Teaching / Presenting Experience**

- CISA Emerging Professionals: Telling Your Story (Elevator Speech) Workshop Polytechnic Campus **09/2022**
  - Created and delivered a 2-hour inaugural in-person workshop to students; how to tell their story when meeting with potential employers having them create and deliver a 30 second – 1 min. elevator speech.
- Bavarian Distillery Glass 101 (Presenter), **2016 – Present**
- AZ ABC 15 workout Wednesday, (Co-Presenter), **2018**
- CA State Univ. Dominguez Hills (Guest Lecturer), **2011**
- Container Deco. Bus / Tech. Symposium (Speaker), **2000**
- Michigan State University - SPE (Presenter), **1999**
- West Chester Univ. Int'l Business (Guest Lecturer), **1995**

**Business Experience:**

Results-driven business professional having P&L experience with proven sales & operations leadership, technical competence, and strong conceptual and communication skills. Successful abilities in general management, global strategies (international), negotiations (contract / union), commercial (sales & marketing), operations (multi-site environment), and engineering management within restructuring and turnaround environments.

**PGP Glass USA Inc. Piramal Glass India, Dayton, NJ [www.pgpfirstusa.com](http://www.pgpfirstusa.com)****02/2016 – Present**

International manufacturing of glass bottles specializing in products for the cosmetic / personal care, distribution, pharmaceutical and spirits markets. Operations in India, Sri Lanka, and NJ, US with US Sales over \$100MM.

### **Sales and Marketing Executive – Distribution, Western States**

- Establish and re-establish distribution relationships throughout the Western US handling \$13MM in sales.
- Develop and maintain a pipeline of prospects with distributors in all markets / products served.
- Promote products through trade shows and presentations at regional sales meetings / end users to understand which products are best for their applications to meet their requirements.
- Negotiate domestic / international contracts through operations in the USA, India & Sri Lanka
- Utilized as glass decorating resource for ceramic / organic; spray and screen print applications.

### **COVERIS – High Performance Packaging, Spartanburg, SC [www.coveris.com](http://www.coveris.com)**

**02/2015 – 02/2016**

Institutional / Industrial packaging business operating through eight manufacturing plants servicing the construction, salt, ingredient, charcoal, pet food and chemical markets; dry fill paper and poly packaging with sales of \$260MM.

### **National Accounts Manager – Industrial Products, North America**

- Relationships throughout North America through continued reorganization handling \$19MM.
- Program management of the pipeline of projects with customers within all markets / products served.
- Member of Global CRM team to create a functional system integrating national & international opportunities.

### **PACKAGING DYNAMICS, (Novolex) Chicago, IL [www.pkdy.com](http://www.pkdy.com)**

**09/2011 – 02/2015**

Leader in flexible packaging and specialty papers supplying the foodservice, supermarket, convenience store and food processing markets throughout North America through direct sales, brokers and distributors; \$310MM.

### **National Accounts Manager – Specialty / Processor, Western Region**

- Responsible for western-half of the United States specialty and processor national account sales with high end graphics and technical design requirements. Sales responsibility of \$17MM.
- Manage food processor account relationships directly and through partnering brokers and distributors.
- Key Customers include: Starbucks, Wolfgang Puck, Tyson Foods, Hostess (through bankruptcy & re-launch).

### **RAIN BIRD Corporation, Azusa, CA / Tucson, AZ [www.rainbird.com](http://www.rainbird.com)**

**09/2010 – 09/2011**

Privately held worldwide leading manufacturer of irrigation products and services, providing components for the agriculture, golf, sporting arenas, commercial developments, universities, public agencies and homes \$360MM.

### **Area Specifications Manager / Public Agency Account Manager – Commercial Division, Southern CA**

- Sales and Marketing regional team handling entire product line in highest volume / dollar territory \$40M.
- Technical sales lead of pump system with all customers in region and at trade show events.
- Led e-blast, sales blitz and product / industry events focusing on water efficient products.
- Product use and wet demonstrations with landscape architects, public agencies, contractors and distributors.

### **WINPAK, Inc., Winnipeg, Canada [www.winpak.com](http://www.winpak.com)**

**02/2009 – 09/2010**

Publicly traded leading international manufacturer of specialty film, lids, rigid and flexible packaging and vertical form-fill-seal and tray filling equipment with North American sales of \$500MM.

### **President / General Manager - Winpak Lane, Inc., San Bernardino, CA**

- Profit and loss responsibility for equipment division servicing the condiment, sauces, pre-packaged foods, yogurt dairy applications, & non-food applications. Leadership Team reporting into this position with 70 employees.
- Responsible for \$18MM in annual revenue, leading Sales and Marketing achieving 12% year-on-year growth.
- Member of North American Executive committee; five divisional Leaders, CEO, CFO and CTO.
- Restructure organization to functional areas with complete autonomy and empowered ownership.
  - Balanced manufacturing teams to have fully functional 2<sup>nd</sup> shift, utilizing machining / assembly assets.
  - Focused Engineering to three areas: development, sustaining, controls.
- Implemented a CRM system and target marketing programs as well as increased trade-show participation.
- Led successful product launches with Dannon, Unilever, Michael Foods, Kraft, Heinz, Ventura Foods.

### **SCHOLLE Corporation – Packaging (Scholle IPN), Irvine, CA [www.scholleipn.com](http://www.scholleipn.com)**

**05/2000 – 02/2009**

Pioneer and leading worldwide supplier of flexible bag-in-box and form-seal-fill packaging, along with aseptic and

ambient filling equipment, servicing the Beverage Syrup, Wine, Food Products and Industrial Products markets with Global Sales of \$300MM.

**Director – Global Equipment Operations, Foothill Ranch, CA / Northlake, IL [2006 – 2009]**

- General Manager of equipment operations with profit and loss responsibility of global manufacturing and sourcing of equipment, in support of global pre-made and form-seal-fill bag sales of \$300MM. Six global direct reports with over 90 subordinates in support of all functions of the business.
- Manufacture, procurement, refurbishment, sales and service of \$24MM in equipment and injection molding and combining with primary location in CA, IL and Schalbach, France servicing N.A. and Europe.
- Support of \$7MM in equipment procurement and contract manufacture in A.P., Europe and L.A.
- Revised marketing strategy and equipment branding, re-launching global offering.
- Rationalized global product offering adding outside equipment manufacturing partners; 42% reduction.

**Commercial Director – Container Division, Northlake, IL [2003 – 2006]**

- Member of nine person North American Management Team with profit and loss responsibility of \$180MM in sales with over 800 employees in four manufacturing plants and sales personnel. SBU leaders, regional sales personnel, inside sales, technical support and field service reporting into these positions.
- Responsible for Industrial Products Commercial Team in N.A. (five year 14.8% year-on-year growth), Mexico sales / technical support, with combined revenue of \$24MM and N.A. Field Service-Customization group.
- Implemented Division-wide results-based selling systems including Quick-Quotes and CRM.
- Consolidation of N.A. container operations from six to four plants. Devised exit strategies for low margin/low volume products. Eliminated 29% of products, while increasing margins 11.2%.
- Business with key customers including: Ecolab, Johnson-Diversey, Shell – 2011 Sustainability Award.

**Market Development Manager – Container Division, Northlake, IL [2000 – 2003]**

- Business management of non-food growth market segment in N.A. with \$7.2MM in sales (fiscal 2002).
- Negotiated, and secured multi-year contracts with the two largest Cleaning Chemical manufacturers; \$2MM+.
- Finalized new package including negotiated two-year exclusive supply and six-month contract packaging agreements of automotive product launch, and sale of pilot line through partnership of multiple divisions.
- First successful commercialization of proprietary licensed fitment (closure) to bag-in-box market.

**KAMMANN MACHINES, Inc., Bünde, Germany [www.kammann.de](http://www.kammann.de) 09/1998 – 05/2000**  
**Eastern Region Sales Manager, St. Charles, IL**

**LAWSON MARDON WHEATON, Inc. (Alcan / PGP Glass), Millville, NJ [www.alcan.com](http://www.alcan.com) 07/1996 – 09/1998**  
**Plant Manager (Plastic Operations), Des Plaines, IL [1997 – 1998]**  
**Manager – Engineering / R&D (Glass Operations), Mays Landing, NJ [1996 – 1997]**

**KAMMANN MACHINES, Inc., Bünde, Germany [www.kammann.de](http://www.kammann.de) 12/1993 – 07/1996**  
**Technical Sales / Marketing – East Coast Mid-Atlantic States, West Chester, PA**

**OWENS-ILLINOIS, Inc., (Graham Packaging) Toledo, OH [www.grahampackaging.com](http://www.grahampackaging.com) 08/1990 – 12/1993**  
**Production Manager / Plant Engineer, LaMirada, CA [1992 – 1993]**  
**Process Engineer, Toledo, OH [1990 – 1992]**

**Education:**

Master of Business Administration: Management Concentration: West Chester Univ., West Chester, PA **May, 1996**  
Bachelor of Science: Mechanical Engineering – Minor: Ind. Engineering: Univ. of Dayton, Dayton, OH **July, 1990**

**Associations / Seminars / Training / Patents / Publications / Other:**

- Private Equity Consulting (part-time), **2011 – Present**
- Society of Manufacturing Engineers, **1987 – Present**
- FIRPTA/HIPPA/Title IX Training, ASU, **2015, 2017, 2019**
- Kaplan Real Estate; CA - Practice, Principles, Legal, **2014**
- Union Avoidance Training, **2007**
- US Patent 7665894 – Flexible Hanging Bag, **2005**
- Dow Sales Effectiveness, **2005**
- Co-author Parents by Choice (ISBN 0-595-31167-9), **2004**
- Kepner-Tregoe Project Management Training, **2004**
- DGAC / HMT-608 UN-DOT Training, **2004**
- Weyerhaeuser Corrugate Training, **2002**
- Chicago ½ Marathon 1:57, **2000**
- Team Building / TQL Training, **1998**
- Plant Empowerment 2-day Seminar, **1997**
- Dale Carnegie 12 week course (Week 5 award), **1993**
- Statistical Process Control (40 hours), **1990**