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**PROFESSIONAL EXPERIENCE**

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**THE HARTMAN GROUP,** Rochester, NY

1995–Present

**Senior Consulting Associate**

- Developed and implemented a product commercialization process that reduced an optical tool company's delivery time and cost by 50%.
- Leveraged a variety of assessment tools, including in-depth customer and supplier surveys, to understand the strengths and improvement opportunities of several clients' businesses.
- Developed improvement plans tailored to clients' specific needs and capabilities that resulted in significant revenue growth and profitability.
- Developed business models for an equipment manufacturing division of a major company and populated those models with best business and manufacturing practices that enabled the client to formulate effective improvement plans.
- Drafted and submitted several 510(k) product notifications for a major medical products manufacturer that were accepted by the FDA, without exception, ahead of schedule.
- Guided an \$11 million photographic products company through a business and market assessment, then developed a short-term and long-term strategy that will double their revenue while maintaining profitability over the next two years.
- Managed the logistical transition of a group of PC-based medical products from a client's design engineering group to a remote subsidiary manufacturing group. Significantly improved communications, on-schedule delivery, decision-making, and overall cross-functional cooperation.

**EASTMAN KODAK COMPANY,** Rochester, NY

1973–1995

**Product Development Manager/1992–1995**

- Managed a major product development team (\$3 million/year budget) that produced two new products focused on both international and domestic needs. Delivered against very aggressive performance and schedule requirements.

- Developed a 5-year 'core product' development strategy.
- Developed and implemented the necessary processes to obtain ISO 9001 certification for the organization.

**OEM Products Manager/1990–1992**

- Managed a \$6 million/year revenue stream from 40 OEM products in the U.S. and Japan.
- Customized an OEM product commercialization process to reduce time and cost.
- Negotiated and developed highly effective supply agreements with both domestic and Japanese suppliers.
- Developed a process for evaluating overseas assembly of Kodak product by their subsidiaries and evaluated potential assembly of product in four overseas sites.

**Project Manager/1984–1990**

- Managed two major product programs utilizing a cross-functional team approach and quality function deployment techniques to bring the products through the conceptual product phase (transfer of technology from research to feasibility breadboards).
- Developed and directed a benchmark study of low-cost x-ray film processors.
- Negotiated with an OEM supplier and procured a modified processor in 9 months that met the market needs and cost targets for the Latin American and Japanese markets.

**Supervising Project Engineer/1982–1984**

- Directed a product development group through the initial conceptual phases of a 3-color laser printing system for photographic images as part of a digital scanning and enhancement system.
- Facilitated the transfer of sophisticated research work into the development of the first laser printer breadboards which successfully demonstrated technical feasibility.

**Various positions in New and Current Product Design, Customer Service, Quality Assurance/1973–1982.**

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**EDUCATION/PROFESSIONAL TRAINING**

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**Management Courses:**

Labor Relations, Workforce Diversity, Project Management

**Functional Skill Courses:**

Principles of Finance and Accounting, Design of Experiments, Statistical Process Control, Manufacturing Cell Design, Design for 6 Sigma Manufacturing, Supplier Certification

**Process Improvement Courses:**

MRPII, ISO 9000, Quality Leadership Process (TQM), Quality Function Deployment, Product Commercialization

**B.S. Mechanical Engineering; Clarkson University, Potsdam, NY  
32 credit hours toward an M.S. Mechanical Engineering,  
Rochester Institute of Technology**