

RICK ADAMS

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PROFILE

Experienced executive with proven P&L success in highly competitive environments. Effective in increasing revenue, improving operational efficiencies, managing for results and leveraging human talent for optimal success. Recognized as a dynamic, professional team leader with a passion for developing people's skills and facilitating positive, progressive organizational change. Respected for professionalism and ability to instill pride in the workforce.

PROFESSIONAL EXPERIENCE

Senior Vice President, Pioneer Enterprises 2004 – Present

Reporting to the CEO, led a \$65MM business in **aerospace manufacturing and distribution**, Member of the executive team.

- Implemented LEAN manufacturing and continuous process improvement resulting in increased productivity; improved gross margins from **18% to 35%**
- Significantly enhanced relationship with Boeing Commercial Airplanes increasing revenue from **\$4.2M in 2004 to over \$10M annually**
- Recruited by Boeing to be member of Community Manufacturing Partnership steering committee to help determine Boeing's CMP unit direction
- Invested in new equipment to modernize processes, improve quality & on time delivery, and enable manufacture of higher value added products
- Created a new business unit to provide distribution services to Boeing Commercial Airplane Division
- Reduced inventory by more than 50%** to improve performance and make more efficient use of floor space
- Rebuilt 5 person management team, introducing new culture of cooperation, teamwork and harmony and restructured training program, improving outcomes and **reducing turnover by over 50%**
- Led a cross functional group to develop a new company-wide framework for training
- Relocated the Distribution Unit to a state of the art facility to improve operational efficiency, performance, and customer satisfaction
- Increased revenue in the distribution unit by 30%**
- Developed the Corporate strategic plan in conjunction with other senior managers

- ☐Created metrics to ensure accurate measurement of divisions performance

Premier Products LLC 1999 - 2004

Vice President & General Manager, Kent WA

Premier is a 70-person precision metal fabricator manufacturing and assembling proprietary components for a variety of industries. The Company is owned by Peterman Industries in Tubman, LA.

- ☐**Grew revenue by 29%** in the first year, exceeding agreed expectations
- ☐Utilizing Lean techniques, streamlined both plant and office operations, improving efficiency and reducing cost
- ☐Redefined order management process, reducing in-plant production time and order lead-time from six weeks to three weeks
- ☐Championed process improvement team improving parts production efficiency, resulting in **profitability improvement of as much as 50%** for some components
- ☐Revitalized QC program, resulting in improved quality performance and **reduction in rework costs of 50%**.
- ☐Achieved a non-conforming part level of **less than 150 parts per million** on a rolling six-month basis, exceeding our biggest customer's specification
- ☐Introduced new technology to the parent Company in LA, leading to increased efficiency and **lower production costs by 8 to 15%**

Baxter Steel L.L.C. 1993 - 1999

Baxter is among the largest Steel Service Centers on the West Coast. The company performs primary processing as well as specialty packaging and just-in-time delivery for a wide variety of customers.

General Manager, Seattle Facility - Seattle, WA (1996 - 1999)

Reporting to the President in San Francisco, CA, led this \$60MM branch to increased efficiency and profitability.

- ☐**Increased production 30%** in major business segment with no significant capital expenditure, contributing to an **increased ROI from 8% to 25%**
- ☐Introduced LEAN manufacturing" principles, resulting in greater efficiency; **reduced costs by 20%, improved profit by 10%**
- ☐Successfully negotiated four union agreements in three years with two separate union locals
- ☐Broke down the perceived "wall" between union and management, creating more productive relationship between the parties while creating an atmosphere of accountability and responsibility
- ☐Eliminated waste in administrative systems, leading to greater efficiency and lower administrative costs

General Manager, Kent Facility (1993 - 1996)

- **Restructured** division and eliminated unprofitable products, **increasing profitability by 18%**
- **Refocused** sales effort, creating greater client retention and more profitable customer-base
- **Upgraded** the staff in training, competency, and quality of people. Enhanced image of company in the marketplace, as well as in the eyes of the employees, other branches, and the owner.
- **Collaborated** with senior executives on corporate quality council to create and implement a new vision statement, changed company culture from top down to participatory and team/communication-oriented

EDUCATION

University of Montana - MBA

Major in Marketing

University of Montana - BSc

Civil Engineering

University of Montana- Marketing Challenge for Senior Managers

Highlands University Social Venture Champion Award

Tulsa University - Advanced Management Institute Certificate

Six Sigma Champion Training