

Michael J. Ksiazek...Building & Executing Strategies that Grow Value and Shareholder Return

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VP/GM OPERATIONS / VP SUPPLY CHAIN / VP GLOBAL SOURCING

Global Operations Executive and Strategic Decision Maker with execution experience in building, motivating and leading teams to meet and exceed customer expectations. Reputation for quickly assessing organization and marketplace strengths and vulnerabilities, finding improvement opportunities, innovating products and services, and mobilizing resources to improve business practices and financial results. Change agent who thrives in the boardroom, with customers and walking the factory floors. Experienced in multi-plant manufacturing, distribution, logistics, global sourcing, demand and supply planning, new product development, acquisition integration and restructuring. Recognized for launching thousands of innovative new products that have been successful in capturing additional market share and double digit sales growth. Successful in developing lean organizations and integrating acquisitions in the Consumer Packaged Goods, FoodService and Industrial Channels.

PROFESSIONAL EXPERIENCE

O2COOL, LLC., Chicago, IL

2012-Present

Private equity owned consumer products manufacturer of battery-operated fans and cooling products.

Executive Vice President

Report to the private equity group operating partner. Driving the development of manufacturing, sourcing and supply chain excellence. Creating innovative new products to achieve aggressive sales growth targets, expanded market presence, reduced seasonality and increased business value.

CARLISLE COMPANIES, INC., Oklahoma City, OK

2009 - 2011

\$3B Diversified global manufacturing company serving the construction materials, transportation products, brake and friction, foodservice and aerospace industries.

VP/GM, Operations (2010-2011)

Senior Vice President, Supply Chain (2009-2010)

Reported to the President of the FoodService Products Division. Directed a global network of eleven manufacturing and distribution centers, logistics, inventory management, global sourcing, product development and the lean continuous improvement initiative for the \$265MM division. Manufactured durable and disposable products, packaging and equipment for the FoodService, Healthcare and Janitorial markets.

- Developed and executed a three year global operations strategy focused on delivering improved customer service, lower product costs and positioning the organization for further reductions in inventory and footprint.
 - ✓ Relocated and expanded Mexico factory
 - ✓ Expanded manufacturing and distribution in China
 - ✓ Consolidated two domestic factories
 - ✓ Closed four warehouses and one distribution center
 - ✓ Outsourced uncompetitive offerings
 - ✓ Secured board approval for a \$4MM capital expansion
- Created a culture and an environment for lean and continuous improvement across the entire organization. Empowered teams achieved more than \$5MM of sustainable savings annually and a 46% improvement in productivity. More than 50% of the company's employees have participated in a manufacturing or business process Kaizen event.
- Reduced inventory by 20% while maintaining high line fill rates. Closed four raw material warehouses by implementing just-in-time practices, re-sourcing and consolidating purchases.
- Created three focused design centers of excellence and a global quality lab. Launched more than 1,000 new equipment and supply products. Entered new markets and expanded product ranges. Awarded multiple patents. Redesigned product offerings are achieving double digit sales growth.
- Established a Strategic Sourcing organization. Focused team leveraged purchases across the organization, achieved more than \$10M of annual savings and avoidance of price increases, secured supplier participation for tooling new products, extended payment terms and reduced inventory exposure by securing delivered terms from Asia.

ACCO BRANDS CORPORATION, Lincolnshire, IL

1996 - 2008

\$2B Global manufacturer of a wide variety of office furniture, equipment and supplies. In August 2005, Fortune Brands spun-off their ACCO Brands division and acquired General Binding Corporation (GBC) creating ACCO Brands Corporation.

Vice President, Operations (2005 - 2008)

Reported to the President of Visual Communications Business Unit. Directed Global Sourcing, Manufacturing, Supply Chain, Quality and the operations integration of the merged companies. Managed three manufacturing plants in US and Mexico with 1,250 employees producing office furniture, consumer products and packaging.

- Directed the operations for \$300MM business unit. Achieved \$18MM turnaround in operating contribution in eighteen months.
- Developed and executed operations integration plan for two business units and seven global trading companies: closed three plants, modernized another with lean manufacturing techniques and automated equipment, out-sourced more than 2,000 products to China, achieved more than \$25MM of annual savings.
- Outsourced more than 500 products to five new factories in China in eight months. Annual savings exceeded \$14MM.
- Established third party quality assurance model for Chinese-sourced product. Reduced internal costs, ensured compliance with hazardous and restricted material standards, eliminated the shipment of non-conforming products. First manufacturer to achieve Cradle-to-Cradle green certification for visual communication products.
- Implemented customer forecast collaboration. Reduced finished good inventory requirements by 40% while maintaining on-time delivery performance.

Vice President, Global Sourcing (GBC) (2003 - 2005)

Reported to the President of Europe. Realigned manufacturing and reduced level of vertical integration to position the company for sale. Led Global Sourcing and the development and launch of new products. Transformed the sourcing function into an integrated, strategic and competitive advantage for the company. Directed an organization of supply chain professionals in North America and Europe.

- Executed strategic sourcing of components and finished goods (14,000 items from 250 major suppliers) from US, Mexico, Canada, Europe, Middle East and Asia. Directed \$350MM spend. Achieved price and delivery stability in volatile Chinese raw material and currency marketplace.
- Launched 200 new products in 12 months with improved quality, lower costs and shorter time to market. Revenue from last three years of new products exceeded 30%.
- Directed progressive global sourcing network based on partnership and long-term sustainable results. Focused on open communication, on-time delivery, high-levels of product quality and annualized cost reductions.
- Reduced lead-times on Chinese Sourced product by 30% and finished goods inventory by 25% through use of vendor owned and managed inventory.

Vice President, Worldwide Manufacturing & Strategic Sourcing (GBC) (1998 - 2003)

Reported to the SVP of Worldwide Manufacturing and Distribution. Drove performance in Global Sourcing, Manufacturing, Supply Chain and Engineering Services. Managed network of seventeen manufacturing operations in seven countries with 1,700 employees. Operations included plastic injection molding, extrusion, thermoforming and fabrication; stamping and machining; electro-mechanical and light assembly; high volume consumer goods packaging, custom products, woodworking and cabinetry manufacture.

- Rationalized 17 global operations acquired through eight acquisitions. Built four new factories, closed seven, outsourced uncompetitive components and finished goods to provide products with the lowest total acquisition cost with an effective supply chain.
- Improved factory operations through the use of lean/Six Sigma continuous improvement techniques. Reduced manufacturing cycle time by more than 50%.
- Teamed with Chinese suppliers to develop innovative game-changing products. Improved ease-of-use, functionality and reduced time-to-market. Customer value and quality improved by more than 50%.

- Supported brand consolidation and SKU rationalization using an 80/20 approach. Active SKU's were reduced from 7,000 to 2,800. Dramatically reduced inventory requirements while improving customer fill rate performance to 95+%.
- Consistently achieved \$15MM to \$20MM of annual product cost savings through use of formalized programs, innovative process and product improvements and strategic investments.
- Negotiated large international global supply contracts founded on open communication, quality, on-time delivery, new product development support and annual cost reductions.

Vice President, Operations (GBC) (1996 - 1998)

Reported to VP/GM of Desktop Binding Business Unit. Directed Global Sourcing, Manufacturing, Supply Chain and Engineering Services. Managed four manufacturing operations in US and Mexico with 850 employees.

- Optimized North American manufacturing footprint. Built three new focused factories, closed three existing factories, outsourced uncompetitive processes and products. Positioned company for planned future growth.
- Developed high-speed automated production equipment for high volume supply products.

MICHAEL PARIS ASSOCIATES, LTD., Oak Brook, IL**1992 - 1996**

Boutique management consulting firm specializing in achieving operational excellence.

Vice President

Reported to President/CEO. Sold and directed client projects for operations strategy, process improvement, shortened time-to-market, lean manufacturing and resource deployment.

- Established long-term manufacturing strategies for tier-1 automotive parts manufacturer. Improved profitability by \$40,000 per day.
- Developed and executed a multi-million dollar capital improvement program for cellular-flow manufacturing. Doubled capacity with 25% reduction in staff and 50% reduction in floor space.
- Directed turnaround management support for troubled operations and ailing product lines.
- Provided acquisition due diligence for Newell Rubbermaid and Alberto Culver.

CIMLINC, INCORPORATED, Itasca, IL**1987 - 1992**

\$100MM solutions provider of Computer-aided design and manufacturing software

Director, North America Customer Service

Directed manufacturing of Unix-based computer workstations, customer service and application consulting practice. Shortened client's new product time-to-market and improved manufacturing productivity for more than 500 Fortune 1000 customers.

COMPUTERVISION CORPORATION, Itasca, IL**1983 - 1987**

\$500MM solutions provider of Computer-aided design and manufacturing software.

District Manager, Midwest Customer Service

Managed on-site customer service and productivity improvement consulting for Fortune 500 customers.

THRALL CAR MANUFACTURING COMPANY, Chicago Heights, IL**1982 - 1983**

\$250MM manufacturer of railroad cars.

INTERNATIONAL HARVESTER COMPANY, Hinsdale, IL**1977 - 1982**

International manufacturer of farm and construction equipment, trucks and power generation.

EDUCATION***Bachelor of Science, Mechanical Engineering (BSME) 1977*****Northwestern University, Evanston, IL**

Pi Tau Sigma - Mechanical Engineering Honorary Society

Phi Eta Sigma - Scholastic Honorary Society

PROFESSIONAL ASSOCIATIONS**Council of Supply Chain Management Professionals (CSCMP)** Member, featured speaker and panelist