

Dynamic Executive with demonstrated leadership and expertise in operations, strategic planning, budget management, HR/organizational development and team building.

Results-focused leader with integrity who finds high-payback solutions in diverse and challenging environments.

- ▶ Cut CEO decision response time 75% by improving key processes in \$15 billion enterprise.
- ▶ Led CEOs of 2 disparate companies to successful \$100 million joint venture; created win-win for critical workforce shortage.
- ▶ Seized/resolved international, multisite logistics crisis that had stranded 215 mission-essential personnel and equipment.
- ▶ Hand-picked to turn around demoralized 24/7 operation; led to top unit honors over 60 competitors.

Proven change agent who restructures operations to maximize productivity and the bottom line.

- ▶ Eliminated 1,300 labor days annually by developing IT-based process for executive succession planning.
- ▶ Instituted \$8 million datalink capital project called the best improvement to group's capability ever seen.
- ▶ Saved \$1 million annually by reengineering supply systems and basic services delivery to 5,000 people.
- ▶ Rated #1 of 200+ peers and in top 1% of 110,000-person organization for "exceptional performance."

Skilled facilitator who is calm under pressure; comfortable dealing with international protocols and decision makers.

- ▶ Led sensitive US negotiations with Spain, Slovenia and Italy to open training facilities, optimizing \$25 million budget.
- ▶ Engineered Europe's largest military training/communication program, dramatically improving US-former Eastern Bloc relations.
- ▶ Led classified Middle East mission with 24 hours' notice; successfully deployed 200 people and \$250 million in equipment.
- ▶ Secured support in hours vs. weeks from reticent White House/State Dept. for post-coup Congressional mission to Haiti.

"One of the finest, most talented officers I have ever had the opportunity to command. Creative, cognitive, charismatic – built upon rock-solid integrity; uncanny ability to quickly analyze, mobilize and solve." *Commander, Air Combat Command (ACC)*

MS, Aeronautical Sciences, Embry-Riddle Aeronautical University, 1988. **BA**, Psychology/History, University of Georgia, 1980. Top Secret/SCI Security Clearance. USAF Pilot; F-16, A-10, T-37/38. Air Transport Pilot (ATP) license.

EXPERIENCE

UNITED STATES AIR FORCE, 1981-Present

Senior Advisor to CEO/Commander, ACC, Langley AFB, VA 1999-Present

- ▶ Leads senior government and industry leaders to create business opportunities and marketing strategies for transformational initiatives including air operations centers (AOCs) and unmanned aerial vehicles (UAVs).
- ▶ Manages HR actions/policy for 700+ personnel; responsible for \$150 million annual budget and 25 staff.
- ▶ Builds consensus among 20+ CEOs and group presidents to optimize productivity and readiness of 12,700-member operation.
- ▶ CEO-selected mentor/leadership instructor for executive development program; called an audience favorite for 6 years.

Executive Officer to CEO/Commander, ACC, Langley AFB, VA 1997-99

- ▶ Managed all administrative aspects of 3,500-person HQ operation with \$30 million annual operating budget.
- ▶ Orchestrated all CEO internal/external communication; translated CEO decisions into priorities/actions for 16 group leaders.
- ▶ Built senior executive career management process adopted as best practice and implemented across entire Air Force.

Squadron Commander, Aviano Air Base, Italy 1995-97

- ▶ Directed \$15 million budget and 350+ personnel in 24/7 combat operations. Managed \$18 million in capital and IT projects.
- ▶ Trusted to lead most demanding missions; led NATO's 1st combat mission into highly defended Croatia; quelled UN standoff.
- ▶ Chosen to represent Air Force on ABC's "Nightline" and served as Subject Matter Expert to international press.

Graduate Student, Air Command & Staff College, Maxwell AFB, AL 1993-95

- ▶ Highly selective program with extensive training in TQM, strategic planning, budgeting; Distinguished Graduate (#1 of 580).

Deputy Chief, Air Force Liaison to House of Representatives, Washington, DC 1991-93

- ▶ Built relationships/developed legislative strategies/persuaded compromise; led 1st Congressional visit to China.

Operations Officer, Ft. Stewart, GA 1989-91

Flight Commander / Wing Executive Officer, Hahn Air Base, Germany 1985-89

HQ Commander / Services Division Commander / Instructor Pilot / Pilot Trainee, Williams AFB, AZ 1981-85

- ▶ Directed logistics to support ground combat in Iraq. Awarded Bronze Star for combat leadership in Desert Storm.
- ▶ Managed administrative operations of 3,000-person unit. Led unit to Outstanding Achievement Award. "Top Officer in Wing."