

JOHN J. THIBAUT

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SENIOR LEVEL OPERATIONS & BUSINESS GROWTH EXECUTIVE

Driving Profits and Revenues • Developing Innovative Processes • Aligning Organizations for Growth

Senior Level Operations and Business Growth Executive proficient in driving profits and revenues globally by leading operations, sales, and key accounts, and through expanding organizations in the manufacturing and services sectors following a distinguished record in the US Marines. Expertise in delivering top and bottom line impacts by optimizing operations, identifying and leveraging opportunities for growth, and developing high-performing, self-sustaining teams. Dynamic leader creating insightful, innovative solutions, and strategies that drive excellence across all organizational functions. Ability to forge strong internal and external relationships, and enduring strategic partnerships.

CORE COMPETENCIES

- P&L / Budget / Financial Oversight
- Business Development / Growth Initiatives
- Operations Excellence
- Customer / Client Centric Cultures
- Strategic Planning / Tactical Execution
- Continuous Improvement
- Cross-Functional Leadership
- Strategic Sales Initiatives / Operations
- Partnership Development

PROFESSIONAL EXPERIENCE

HITTLE LANDSCAPING | Westfield, IN

2016 – 2017

A privately owned, \$20 million full services landscape services company with approximately 250 employees.

President

Provided leadership and management direction for organizational structure alignment, systemic process implementation, and systemic cultural improvements.

—P&L / Budget / Financial Oversight—

- **\$1.2 million overhead expense** decrease achieved with a projected favorable net income of 5.2% by divesting the company of unnecessary facilities, partnering with strategic suppliers for JIT delivery of materials, negotiating with long-time local and regional supplier partners, and developing plans to deplete current inventories.
- **16% labor cost reduction** realized by employing a master scheduler and lead developer, implementing a centralized scheduling system, and developing SOP's for all aspects of the business, including training and accountability.
- **Drove operational consistency and efficiency** by establishing a clear baseline direction through the implementation of the inaugural annual corporate strategy with a five-year plan.
- **6.2% top-line revenue** increase and 4.1% net income boost produced versus the prior year by communicating 18% additional capacity availability to customers following implementation of a centralized scheduling system, developing standard operating procedures (SOPs), and conducting training to improve efficiencies and reduce labor costs.

—Customer / Client Centric Culture—

- **Improved customer satisfaction** survey results by concurring with major customers to align communication and interaction between the company's centralized scheduling system and the customer's internal ERP systems.
- **Refined pricing** by leveraging increased volumes for price considerations through contractual agreements with a narrowed supply base.
- **Expanded capacity** by implementing scheduling efficiencies through first in industry process improvements.

INDIANA MILLS MANUFACTURING, INC. (IMMI) | Westfield, IN

2015 – 2016

A \$180 million global market designer, manufacturer, and seller of commercial truck, municipal, construction / agricultural, and off road UTV vehicle safety products with 1,200 employees across six global locations.

Vice President of Global Sales & Commercial Division

Oversaw the commercial division with 42 employees and P&L responsibility for \$180 million in annual revenue. Implemented global sales, marketing, and business development strategies focusing on pull-through sales activities.

- **\$750,000 in margin recovered**, 2.6% net income increased, and customer pricing reduced by leveraging key stroke cost reduction opportunities, meeting with long-term customers to renegotiate agreements, lower product costs, and alleviate margin slippage, and forming a partnership to perform value analysis and value engineering (VA / VE).
- **8% cut in SG&A impact** recorded through streamlining the commercial organization, developing a cost accounting process, analyzing human capital proficiency / performance levels, assessing assigned territories and accounts, and by developing, implementing, and supporting sales operations processes and tools.

ACTUANT CORPORATION | Menominee Falls, WI

2014 – 2015

A \$160 million business unit of the Actuant Corporation with 650 employees specializing in the design of engineered power transmission solutions for agricultural and commercial applications.

Senior Vice President, Commercial Division

Led the business organization and 58 employees for OEM and aftermarket sales channels for agricultural and commercial applications. Integrated the selling organizations across two previously independent businesses.

- **12% overhead cost decrease** and an 11% incremental sales increase noted by focusing on the customer and by restructuring the commercial organizations of two companies with a consolidation of account management, customer service, and applications engineering.
- **Influenced customer engagement** by aligning key strategic customers, negotiating long-term agreements, and implementing customer / company collaborative teams for industry innovation development and VA / VE activities.
- **3% over plan results** posted and a 2.2% EBITDA rise delivered by developing go-to-market strategies for selected agriculture and construction equipment vertical markets.

NPR JONES LLC. | Laporte, IN

2012 – 2013

A manufacturer of oil field, industrial, and hydraulic hose and fittings generating \$60 million with 450 employees.

Corporate Vice President

Directed the commercial organization with four direct reports and eleven marketing representative agencies.

- **\$12 million investment** approved for purchase of the newest manufacturing equipment technology resulting in 26% capacity boost and a 31% decrease in production costs by installing Lean manufacturing processes.
- **\$10 million in revenue generated** as the exclusive tier 1 supplier for hydraulic, oil field, and industrial fluid transfer products by partnering with a secondary supplier to provide interim capacity.
- **\$2.6 million 5-year cost savings** realized by minimizing reliance on agency sales representatives and focusing on improved internal sales force development resulting in consistent sales messaging and revenue target achievement.
- **\$1.8 million in incremental income** acquired by creating the first international sales strategy resulting in a \$7.5 million, five-year contract with distributors in Dubai and Saudi Arabia.

CASE NEW HOLLAND (CNH) | Burr Ridge, IL | Racine, WI

2008 – 2012

A \$15 billion global leader designing, manufacturing, and selling agricultural and construction equipment.

Senior Platform Director, Dozer Platform | Vice President, National Key Accounts and Government Relations

Managed a \$120 million P&L for the worldwide Dozer platform. Augmented the defense products and national key accounts group from \$200 million to \$1 billion.

- **\$490 million in government contracts** secured by analyzing the bid structure pricing alignment, delivery intent and capabilities, service / parts availability, and delivery standards.
- **\$5.4 million S&OP** decline realized by reorganizing a business unit, consolidating regions, and reducing headcount.
- **14% decrease in production expenses** noted by collaborating with the corporate VP of operations and the EVP of supply base management to implement Lean and quality manufacturing processes in three locations.

CATERPILLAR, INC. | Sanford, NC

2001 – 2007

A \$50 billion global leader designing, manufacturing, and selling construction and varying heavy-duty equipment.

Global Product Manager / General Manager

Recruited for full 360° leadership of Commercial OEM Hydraulics business unit. Responsible for 9 direct and 650 indirect reports. \$300 million product group, including operations, engineering / product development, commercial, supply based management / purchasing, quality, product support and call center support. Developed / launched new business model.

- Sample achievements include \$110 million surge in revenue, 24% reduction in early hour warranty repairs / failures, 33% reduction in warranty to sales ratio, and 68% increase in customer satisfaction.

Additional experience with Caterpillar: New Business Development Manager, Major Commercial Accounts Manager.

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

Master of Business Administration in Economics & Management Development, St. Leo University

Certified Six Sigma Green Belt Project Sponsor

Certified TCM Trainer & Coach

Professional Selling Skills - Core, Certified Trainer & Coach

Association of Equipment Manufacturers (AEM), Member

Member, Advisory Board of Directors for Custom Crimp & Val Power, Valparaiso, Indiana (2013- Present)

Military Experience, US Marine Corps - Retired (Please see Addendum for Service Locations and Awards)

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ADDENDUM OF MILITARY EXPERIENCE

Held progressive responsibilities including:
Backseat Command Control in the OV |10A/D Aircraft
Operations Officer
Commanding Officer North Carolina Recruiting Region
Director of Retention, Headquarters Marine Corps

Personal and Unit Awards, Medals & Recognition

Combat Action Ribbon
Distinguished Service Medal
Good Conduct Medal with two stars
Kuwait Liberation Medal (Saudi Arabia)
National Defense Service Medal
Navy and Marine Corps Meritorious Unit Commendation Medal with two stars
Navy Marine Corp Air Medal with Combat V
Navy Marine Corps Achievement Medal with 2 stars
Navy and Marine Corps Commendation Medal with Combat V
Navy Presidential Unit Citation with 2 stars
Navy Sea Service Deployment Ribbon
Commandant of The Marine Corp Recognition for Distinguished Leadership Trainer of the Year

Locations of Service

United States

North Carolina | Washington, DC | California | Florida | Tennessee | Arizona

International

UK | Japan | Saudi Arabia | Norway | Australia | Germany | France | South Korea | Philippines
Egypt | Israel | Mexico | Panama | Columbia | Canada