

## PROGRAM EXECUTIVE

**Execution Efficiency • Agile, Adaptive Leadership • Strategic Thinking**

### **QUALIFICATIONS SUMMARY:**

Experienced leader with a proven track-record providing strategic direction and leadership to align operational execution and program objectives with corporate growth and profitability targets. Brings subject matter expert-level knowledge of Enterprise IT, Systems Engineering and Integration, Application Development and Modernization, and Data Analytics. Core competencies include Customer Relationship Management; Intra-Organization Communication and Collaboration; Simple to Complex Program Management; Program Management Development & Mentoring; and Process Efficiency.

### **- PROFESSIONAL EXPERIENCE -**

**ManTech International Corporation** | Herndon, VA

**2021 - Present**

*\$2.7B IT service provider for defense, IC & civilian agencies with over 9,000 employees.*

#### **Executive Director, Program Operation & Execution**

Member of Corporate Team supporting the ManTech service delivery model. Define and improve program management tool and competencies.

#### *Significant Accomplishments:*

- **Forward deployed to a program (\$87M value)** to address program execution challenges. Changes implemented include tracking / managing work; managing subcontractor SOW / funding; increasing customer / team communication; visibility to work accomplished / planned; monthly reporting of costs / hours expended and planned. Benefit recognized by customer, COR, and senior ManTech leadership within two weeks of forward deployment assignment.
- **Defined staffing process and tools** for a new IC contract (**250+ FTE**) used by talent acquisition, subcontract management and the PMO during 90-day post award transition period. Processes and tools included documenting skillsets and experiences to screen candidates; writing interview questions; documenting program highlights for recruiters / interviewers; conducting interviews; and metrics to reflect candidate throughput (identification; interview; labor qualification; clearance processing). Metrics were reported weekly to ManTech senior leadership and customer, providing insight / awareness to staffing challenges in the market. Processes and metrics used as exemplars within ManTech.

#### **Director, Defense Intelligence Agency Portfolio (\$300M value), Intelligence Sector**

Managed DIA Portfolio and contracts (as prime and subcontractor), including 35 direct reports and 32 subcontractors.

#### *Significant Accomplishments:*

- **Within 6 weeks, eradicated a program execution problem, reducing 8.4% turnover to 3%** by removing the Program Manager, engaging, and improving relationships with customer and program/subcontractors.
- **Contributed to growth of cybersecurity business**, working cross-functionally with organizational entities including innovation engineering, sales / growth, pricing, talent acquisition / recruiting and proposal teams.

**Northrop Grumman** | Annapolis Junction & Falls Church, MD

**2015 – 2021**

*\$30B global aerospace, military technology, and weapons manufacturing company with 90,000 employees.*

#### **Senior Business Operations Manager | 2020 – 2021**

Developed business processes for **\$2B** Division comprised of four Business Units and **over 200 employees**.

- **Reversed 23% downward trend in Division profitability** by identifying root cause of on-contract employee absenteeism. Used data to engage with NG Enterprise Services, and customers, to revise SCIF layouts (to align with Covid-19 guidelines) and determine program and Corporate costs. Documented telework procedures and policies for programs submitted to customers and in some cases, approved for use on contract.
- **Augmented Division strategic and tactical decision-making** by sequencing monthly and quarterly flow of performance data (e.g., revenue; staffing; program performance; subcontracts execution; etc.).
- **Strengthened predictive capability** by engineering monthly statistics to enable corrective actions before quarter-end.

#### **Enterprise Manager – Data Analytics | 2019 - 2020**

Redefined organizational strategy to eliminate the cost of contracted resources.

- **Reduced operating expenses by > \$10M** by migrating legacy IT system to cloud-based technology business management framework that sharpened tech-support alignment with operating demands.

- **Structured a framework and instituted operating margin growth** in Corporate global supply chain (GSC), **\$282M entity**, to use data analytics to improve consistency, accuracy, and cost-effectiveness of processes, eliminating unplanned expenses and fortifying supplier relationships.

### Enterprise Manager – Enterprise Workforce Planning | 2017 - 2019

Hand-picked, CEO priority program to transition legacy system to enterprise workforce planning (**85,000 workforce**)

- **Identified \$140M of overhead savings** by eliminating duplicative staffing routines and tools and implementing an enterprise workforce planning solution to integrate disjointed processes.
- **Drove \$100M+ cost savings** with a budget of only \$5.4M by developing realistic cost estimates and closely scrutinizing internal investments for staffing, material, equipment, and other expenses.
- **Avoided 33% rise in development costs** by developing and implementing automated testing.
- **Actualized adoption by four business-sector Presidents** of a workforce planning strategy by surmounting office politics and skepticism through clear presentation of the benefits and a clearly defined, and attainable, roadmap.
- **Aligned product development goals with CEO's vision** by coaching 45-member virtual, cross-functional, geographically diverse teams in effective incorporation of agile planning methods and executions.
- **Completed a three-year delayed effort in 18 months** by adopting SAFe.
- **Negotiated terms, conditions, and software licenses** for \$2.1M vendor investment.

### Deputy Program Manager | 2015 - 2017

Deputy Program Manager (intel customer) on open-source, cybersecurity program (**7-year, \$227M**).

- **Grew workforce by 24%** in a 12-month period (from 197 person to 220-person program).
- **\$50M in annual compensation removed** from program budget by timing redeployment of 80% of senior staff to coincide with changing nature of talent needs.
- **\$14M+ contract agreement mediated** for 17 suppliers providing cybersecurity and development skills, defining work share, time-to-fill conditions, labor rates / escalations, payment provisions and ceiling amounts.

**Science Applications International Corporation** | McLean, VA

**1992 - 2013**

*Technology integrator solving modernization and readiness challenges across defense, space, and civilian markets.*

### Program Management Director

Complex Program and Project Management, Customer Management, Technology & Scalable Business Solutions Integration

*Significant accomplishments:*

- **Program Management Director for a \$544M Business Unit of > 50 programs**, defined performance criteria and processes to bring awareness to BU VP of programs with challenges (technical, resource, partnership (subcontractor), financial, or customer challenges) so corrective actions could be defined.
- **Composed a template and process for \$15M** in IR&D requests that freed time for collaboration that ensured a consummate presentation of program viability.
- **Developed data transition methods for IR&D initiatives (\$5M value)** in a technology that improved accuracy, excluded human error, and enabled integration of workflows into diverse systems.
- **Program management and execution, Portfolio > \$300M**, on software applications developed for the DIA, Combatant Commands, Department of Treasury, DoD Ballistic Missile Defense Organization (BMDO)/Strategic Defense Initiative (SDI), Office of Naval Intelligence (ONI), Environmental Protection Agency (EPA), and other restricted customers. Aided top- and bottom-line gains and increased quality and delivery of services. Managed team sizes from five to 45. Cultivated customer relationships via frequent communication, transparency and follow-thru.
- **Managed development team on a \$95M US Army INSCOM program** working in a cloud-based architecture. Managed a 25-person team (one of 20 teams, 250 personnel) thru this technical "first" of a cloud-based solution.
- **Led efforts on two programs, achieving CMMI Maturity Level 2 and Capability Level 3 certification** generating \$30M in revenue by passing a SCAMPI A appraisal.
- **Achieved 3% EVM variance (vs 10% industry standard)** of a **\$10M** program by adeptly overseeing resource allocations, schedule and costs using earned-value-management processes.

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### - EDUCATION / CERTIFICATIONS / PROFESSIONAL DEVELOPMENT -

**Bachelor of Science in Computer Science** • University of Mary Washington– Fredericksburg, VA  
VP Mentoring • Strategic Program Leadership • Executive Leadership Cohort Woman in Leadership • Capture Strategy