

Objective	To coach individuals and organizations through major change to minimize turmoil, decrease transition time and achieve change objectives.		
Education	Coach Inc. Virtual University		
January 2002- Present	▪ Graduate Coachu Training Program 2003/ Corporate Coachu Training Program 2004		
June 1990 – August 1992	University of Michigan Rackham School of Graduate Studies	Dearborn, MI	
	▪ Master of Science in Manufacturing Systems Engineering		
August 1983 - May 1988	University of Dayton	Dayton, OH	
	▪ Bachelor of Mechanical Engineering		
Special Skills	Bilingual in Spanish	Leadership/Coaching	Facilitator/Creative Planner
	Overall Business Acumen	Project Management	People Oriented
	Strategic Planning	Change Agent	Adept Public Speaker
Experience	I-Emerge Coaching, Inc.		Surprise, AZ
	President		
June 2002 – Present	▪ Coaching individuals and organizations through major changes utilizing customized services, including strategy development, plan implementation and accountability, assessments and support.		
	▪ Consulting for Manufacturing and Business Process Improvement, Organizational Development and Strategic Planning.		
September 1998 – September 2003	Lear Corporation		Dearborn, MI
	Global Business Process Manager		
	▪ Standardized business processes and related systems in Engineering, Sales and Purchasing. Performed Global business system audit. Created master plan for consolidation of systems.		
	Six Sigma Black Belt		
	▪ Deployed Product Information System, including user training.		
	▪ Created a Notification System of Terminated Employees for System Administrators		
	▪ Leading Transactional Teams focused on the improvement of the business infrastructure and processes.		
	▪ Completed Initial Project for Certification resulting in the invoicing of \$2 million.		
	Program Manager		
	▪ Managed product change and release activities for complete vehicle interior system for a Ford Vehicle. Handled communication and issue resolution with the Customer, suppliers and internal plants. Communication with Mexican Plants handled in Spanish.		
	▪ Launched 2 feature vehicles simultaneously with compressed timing, successfully meeting the timing, quality, delivery and financial milestones of the programs.		
	▪ Surveyed Customers as part of Market Research Events Sponsored by Ford Motor Company.		
	▪ Led a team, which created and presented a product proposal based on market research and vehicle needs for the next generation mini van.		
	Engineering Manager		
	▪ Led the Engineering team implementing new safety technology in minivan seating. Successfully completed the prototype and pilot phases on time and under budget.		
	▪ Responsible for the creation and administration of \$10 million Engineering Budget.		
March 1997 – September 1998	Delphi Interior & Lighting Mexican Operations		Juarez, Chih. , Mexico
	Manager Plant Sale and Consolidations		
	▪ Created and managed a \$3 million restructuring project, including the closure of two plants and the transfer of five product assembly lines. Managed site due diligence process and organized plant tours related to the sale.		
	▪ Completed restructuring with zero accidents or quality issues and beat budgeted spending.		

Engineering Manager

- Managed an 80 person engineering department.
- Led a new product launch team which produced and delivered 272 seat trim part numbers, 10 days after design release.
- Led cost reduction department. Implemented projects worth over \$4 million annually.

September 1995 -
March 1997

Delphi Interior & Lighting, Rimir Operations

Matamoros, Tamps. , Mexico

Industrial Engineering Manager

- Created and trained a 14 member department in lean manufacturing techniques and industrial engineering fundamentals.
- Provided technical expertise and manufacturing vision for inflatable restraint sewing and module assembly.
- Received General Motors President's Council Award.

July 1993 -
September 1995

Delphi Interior & Lighting Mexican Operations

Juarez, Chih. , Mexico

New Plant and Product Launch Leader

- Led a multi-functional team to a flawless launch of inflatable restraint sewing.
- Created all the processes and procedures required for the new business.
- Established and implemented the vision for the plant environment.

Manufacturing Engineering General Supervisor

- Managed a 12 person department comprised of Mexican engineers and technicians responsible for the implementation and improvement of seat cover manufacturing.
- Supervised the implementation of improvement activities, which vacated 60,000 square feet for new business, in 6 weeks and involved the rearrangement of 39 manufacturing areas with no interruption to daily operations.

July 1989 -
July 1993

Inland Fisher Guide Division of General Motors

Troy, MI

Project Leader – “Lessons Learned” Process

- Created the foundation for a process and database to capture “lessons learned” from product/process implementation.

Project Release Engineer, Exterior Ornamentation,
“EV1” Electric Vehicle

- Directed the design and manufacture of exterior products. Led a multi-functional product team, which resolved product design, manufacturing, sourcing and assembly issues.
- Surpassed the designated program imperatives by 48% for investment, 27% for piece cost and 4% for mass. Established, managed and met a \$1 million budget.

Quality Network Coordinator

- Consulted with the organization on the implementation of process improvement techniques. Trained over 250 people in process analysis/improvement and problem solving.
- Led a multi-functional team to develop and document the product delivery process.

June 1983 -
July 1989

Inland Division of General Motors

Dayton, OH

Divisional Value Management Coordinator

- Facilitated 40+ Value Management Workshops and administered ensuing projects.
- Designed and instructed Corporate and Divisional “Train the Trainer” workshops.

University Cooperative Student

- Worked in various areas of the company, including an assignment in Mexico.