

# Steven K. Sugg

Senior Program Manager

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## SUMMARY

Results-driven Senior Project Manager with over 5 years of experience leading cross-functional, multi-site teams in complex transformation and operational programs. Combines military-grade discipline with data-driven execution, Lean Six Sigma methodologies, and stakeholder influence to enhance efficiency and drive results. Proven success orchestrating a seven-month multinational initiative, managing the safe transport of 200+ personnel and \$1.5M in equipment with zero loss. Skilled in full project lifecycle governance, resource planning, and continuous improvement, leveraging Agile, Waterfall, and Hybrid delivery models. Adept at integrating surge staff, optimizing operational efficiency through Microsoft Excel-based analytics, and aligning program objectives to strategic transformation commitments.

## EXPERIENCE

### Marine

United States Marine Corps

Mar '06 — Present

Active duty for 20 years. Transitioning to private sector Spring 2026

### Senior Program Manager, Operations and Delivery

Jan '24 — Present

2nd Expeditionary Operations Training Group, United States Marine Corps

Jacksonville, NC, United States

Orchestrated multi-department planning, resources, and daily operations.

- Led waterfall, hybrid, and Agile PMs for 120+ personnel across dispersed sites to deliver program outcomes.
- Integrated up to 400 surge staff during large-scale exercises.
- Coached peers/subordinates and managed senior stakeholders across two 7-month project life cycles — maintaining schedule integrity and adoption.

### Assistant Program Manager, Training Operations

May '23 — Jan '24

2nd Expeditionary Operations Training Group, United States Marine Corps

Jacksonville, NC, United States

Led a 20-person, multi-site training team standardizing training workflows and checklists across 4 states; reduced schedule variance and rework, sustaining on-time delivery over a 7-month timeline.

- Coached and evaluated instructors and stakeholders to hit outcomes.
- Oversaw delivery quality across 200+ hours of facilitation.
- Exercised delegated decision authority to synchronize schedules/resources and uphold standards and reported to the Senior Program Manager and Director of Operation.

### Associate Operations Manager

Jan '23 — May '23

2nd Battalion, 6th Marine Regiment, United States Marine Corps

Jacksonville, NC, United States

Orchestrated cross-functional resources and stakeholders.

- Translated higher-level strategy into operating plans, synchronized capacity/space/schedules, and governed readiness/KPI reporting and standards for 800+ personnel—delivering no-shortfall execution across departments.
- Served as deputy program lead on targeted efforts; ran RAID and milestone-based reviews/PI cadence, planned and executed short-notice site activations and mobilization logistics for 100+ personnel and applicable resources during 5-day sprints, and closed risks/issues to maintain continuity of operations.

### Deputy Program Manager, Operations and Logistics

Jul '20 — Jan '23

2nd Battalion, 6th Marine Regiment, United States Marine Corps

Jacksonville, NC, United States

Senior advisor to the Program Director for a department of 200+ personnel.

- Co-developed priorities, plans, and outcomes while building a cross-functional enablement team to increase efficiency and proficiency across subordinate teams across a business life cycle of 30 months.
- Forecasted space, transportation, and resources to enable execution without shortfalls.
- Managed logistics for a 60-day domestic deployment, overseeing the transport of \$700K in equipment and directed the international redeployment of 200+ personnel and \$1.5M in materiel across the Atlantic with zero losses.

## CERTIFICATIONS

Lean Six Sigma Yellow Belt, Tri-County Career Academy

Sep '25

Lean Six Sigma Green Belt, Tri-County Career Academy

Nov '25

Project Management Professional, Project Management Institute

Jan '26

## SKILLS

Program Management, Resource Constraints, Risk Management, Leadership, Milestones, Continuous Improvement, Stakeholder Management, Change Management, Solution Implementation, Operational Strategy, Compliance, Communication, Information Security, Communication Tools, Team Support, Assessment, Timelines, Microsoft 365