**Alexandria Elias**

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**STRATEGY**  **OPERATIONAL EXCELLENCE**  **GLOBAL COMPLIANCE CONTINUOUS IMPROVEMENT**  **LEAN SIX SIGMA**

Experienced Director / Manager with verifiable year-after-year success achieving growth and market penetration objectives. Extensive experience in organizational continuous improvement, reengineering processes using Lean Manufacturing and Six Sigma methodologies in a creative, culture-sensitive manner. Highly successful in building vendor and strategic partnerships that drive cost reduction and margin increases. Led and motivated on-site and remote teams, the largest being 1,100 employees with 12 direct reports. Managed P&L for North American division exceeding $500 million in annual revenue. Conversant in Spanish. Available for travel and relocation.

P & L Management / Budgeting  Corporate Communication & Messaging  Supply Chain Optimization Staff Development & Leadership  Operations Reengineering  Performance Improvement  International Business  Strategic Planning & Goal Deployment

**PROFESSIONAL EXPERIENCE**

**CONTINUOUS IMPROVEMENT DIRECTOR, Parametric Solutions, Inc., (Florida)**  **2017 – Present**

*(Contract Project) Aerospace Engineering & Assembly Operations – Pratt & Whitney Outsourcing ($150M)*

* Recruited by Board of Directors to manage Pratt & Whitney (P&W) process excellence initiatives for Engineering, Sales and Operations organizations, using Kaizen, 6S and QCPC system reformation.

**Cross-functional Team Leadership**

**New Process Implementation**

**Certification & Compliance**

* Provide supervision to ACE Council and Program/Project Managers while leading the effort to attain ACE Gold and Supplier Gold status with P&W.
* Drive organizational and culture change with the creation of a corporate wellness & employee engagement program.
* Identify and implement all requirements to achieve AS9100 certification in Q2 2017 by performing gap analyses, internal audits, and implementing key policies.

**DIRECTOR OF STRATEGIC QUALITY, Pipeline Packaging, (Ohio)**  **2013 – 2016**

*Manufacturing & Distribution of Industrial Steel, Plastic & Glass containers (7 acquisitions, $350M)*

**Mergers & Acquisitions**

**Organizational Vision Planning**

**Negotiation & Influence Management**

* Partnered with company President to develop and execute long-term growth strategies, including succession planning and transition to a new leadership team.
* Led $350M distribution operation to streamline corporate systems as a result of market expansion through 7 acquisitions with full profit & loss responsibility.
* Plotted market penetration opportunities based on SWOT & competitive landscape analysis, which yielded a $20M increase in revenue.
* Organized and guided the vision planning process, partnering with stakeholders and managing a team of 12 to prioritize the strategic direction and identify key sourcing partnerships, an effort that resulted in $250-300K of cost-out initiatives annually.

**BUSINESS CHANGE MANAGER, Strategic Diversification, (Ohio, China, Thailand)**  **2011 – 2013**

*Project Consulting, Corporate & Manufacturing facilities (Client company >$1B)*

**Product Development**

**International Market Launch Campaigns**

**Market Feedback Analysis**

* Utilized change management strategies while working at company affiliate sites in Hong Kong and Shenzhen, China. Aligned and negotiated with vendor factories to establish an effective supplier quality management program for commodities stocked at Walmart and Home Depot stores, a $14M global campaign.
* Collaborated with division field teams nationwide on design and execution strategies for in-store marketing and promotional events to ensure integration and alignment with the Center of Excellence’s initiatives, as well as overall enterprise and brand goals for each international market segment.

**GLOBAL STRATEGY & LEAN MANAGER, Barnes Distribution, (Arizona & Ohio)**  **2009 – 2011**

*OEM & Aftermarket Automotive & Aerospace (Sold to MSC, formerly part of Barnes Group >$1.5B)*

* Promoted 3 times during tenure (2003-2011) to work with executive leadership in order to identify and implement growth and acquisition strategy for North American division (>$500M).

**Executive Presentations**

**Project Management**

**ERP Implementation**

**Leadership & Mentoring**

* Directed project team efforts through the installation of internal quality software (IQS) system and associated on-site & online training; implementation yielded an 18% reduction in rework.
* Responsible for the initiation of strategic relationships for long-term, commodity-driven supplier partnerships and delivery logistics.
* Played a critical role in turning human performance and organizational challenges into opportunities using innovative problem-solving and agile change management.

**OPERATIONAL EXCELLENCE DIRECTOR, Barnes Distribution, (New York & Ohio)** **2006 – 2009**

* Collaborated with departmental directors to engineer an operational excellence program that reduced errors by 60% and provided more directly impactful, value-added analytical data to project teams.

**Peer Collaboration**

**Influence Management**

**Corporate Communications**

**Six Sigma Project Leader**

* Coordinated, integrated and synchronized corporate and sector based customer engagement and market campaign strategies with delegation to 6 direct reports.
* Championed peer learning and facilitated six sigma continuous improvement projects with organizational leaders which yielded a *minimum* of 20-28% time & cost savings for customer-facing processes.
* Developed and launched corporate communications strategy in an effort to unify and streamline the corporate message throughout all levels of the organization for four companies merged under parent company’s brand.

**STRATEGIC PLANNING & TRAINING LEADER, Barnes Distribution, (Connecticut)**  **2003 – 2006**

**Competitive Landscaping**

**Growth Opportunity Identification**

**Training & Development**

**EH&S**

* Developed operational strategies to achieve Budget, Delivery and Quality targets for 5 plants and warehouses focusing in Automotive & Aerospace OEM & MRO.
* Drove departmental teams to identify and evaluate creative growth opportunities and align priorities across product categories according to largest growth potential and market positioning in order to maintain a competitive edge.
* Analyzed competitors and customers to promote industry best practices and produce recommendations based on data analysis from gathered research and benchmarking.
* Co-captain the division Environmental Health & Safety Team to drive down workplace injuries and increase workplace safety and risk awareness.

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| **EDUCATION**  **Monte Ahuja School of Business at Cleveland State University** (AACSB Accredited)  ***Master of Business Administration;***Strategy & Organizational Leadership  2010 - Cleveland, Ohio  **Baldwin Wallace University** (Higher Learning Commission Accredited)  ***Bachelor of Business Management;*** Political Science & Philosophy  2003 - Berea, Ohio |
| **CERTIFICATION**  **Lean Enterprise Institute**  Lean Enterprise Certification **(**2011 - Hartford, Connecticut)  **Six Sigma Black Belt Certification**  General Electric Program at Lorain College (2008 - Lorain, Ohio)  HAZMAT Trained / CPR \* AED \* First Aid Certified / Fitness Conditioning & Nutrition – ACE Certified  **AWARDS & AFFILIATIONS**  **Best Program Design Award** 2017  Northern Ohio Council on Higher Education (NOCHE)  **Toastmaster’s International Spring Conference** 2016  Guest Speaker & Presenter (Canton, Ohio)  **Professor - Adjunct / Evening Classes** 2014-2017  Notre Dame College (Strategic Planning & Supervision, Consumer Behavior, Entrepreneurship and Quality Management) (South Euclid, Ohio)  **World Conference on Quality Speaker & Published White Paper Author** 2015 - Error Proofing: Quality in the Transactional Sector  American Society of Quality (Nashville, Tennessee)  **Toastmasters International, Secretary** 2015  Swagelok Club #9124 (Solon, Ohio)  **Presenter – Experiential Education Colloquium IV** 2014  The Fenn Fund of the Cleveland Foundation with Lakeland College (Beachwood, Ohio)  **Golf Executive Club, Board Member** 2012  Board of Directors (Cleveland, Ohio)  **Top 25 Under 35 Mover & Shaker Award** 2008  Inside Business Magazine – (Cleveland, Ohio)  **REFERENCES** – Available Upon Request |