**STEPHEN ARGO**

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**SUMMARY**

Growth oriented Senior Executive with extensive experience in global general management, marketing management and operations. Proven success at driving revenue growth, profitability, vitality, process and productivity improvements. Adept at strategic planning, product development - introduced over 150 new products globally, brand management, and budget accountability. Excellent problem solving, leadership, and cross-functional team building skills. Directed the turnaround of a failing operation.

P&L Accountability ● Working Capital Management ● Business Development ● Risk Management

TRIZ ● Kaizen ● Change Management ● Organizational Development ● Project Management

Product Launches ● Ideation ● Product-Life-Cycle ● Value Selling ● Segmentation ● Voice-of-Customer

**EXPERIENCE**

**COLFAX Corporation – Annapolis Junction, Maryland 2012 - 2018**

**ESAB Welding & Cutting**

**Vice President Global Welding Equipment Business**

P&L responsibility for a $275M global equipment business. Responsible for Marketing, R&D, branding and strategic planning efforts. Led a team of 150 employees in six countries.

* Grew global equipment business over 20% in top line sales and improved the gross margin by 300 BPS over last three years by launching over 20 new products globally, strategically refocusing the product portfolio and expanding distribution channels in North America, and conducting product value improvement Kaizens.
* Reduced time-to-market of new product development process from over 48-months to less than 18-months by implementing open innovation process, platform design, strategic roadmaping and key DFSS tools. Delivered the breakthrough *Rebel* welding equipment platform that included 10 projects with 18 global variants over 4 years. Accounted for $40M in sales at a 48% gross margin in first two years of launch.
  + Provided the leadership for the introduction/implementation of the open innovation process which included collaboration with four outside companies using off-shore, local and internal development resources in combination with off-shore manufacturing and a global supply base to deliver products with breakthrough features at 60% of the development cost and 80 % of the production costs.
  + Introduced world’s first portable multi-process welding machine with AC/DC capability.
  + *Rebel* platform allowed ESAB for the first time to significantly penetrate the US market with a superior value product line taking over 20% market share in the first two years from the top entrenched competitors.
* Launched the all new *Sentinel* welding helmet globally with a completely unique and differentiated design. First ESAB helmet to take significant market share in USA. Year one sales of $6M with a 45% gross margin.
* Spearheaded the companies first social media launch campaign for the *Rebel* platform and new *Sentinel* welding helmet which accelerated market awareness and penetration. Resulted in the company’s most successful launches delivering year one sales of over $20M.

**MILTON INDUSTRIES – Chicago, Illinois 2011 - 2012**

**President & Chief Executive Officer**

P&L responsibility for a $40M manufacturer of pneumatic accessory & tire inflation products that served Industrial, Automotive and Agriculture markets. Accountable for 200 employees managed through six direct reports.

* Implemented basic lean and flow practices that improved plant productivity by 20% and reduced inventory by $5M.
* Positioned the company for growth by leading the development of product roads (launched 6 products in first six months), entering new channels for distribution, establishing key alliances in China for new products and implementing a price increase.

**CONSULTANT – Baltimore, Maryland 2009 - 2011**

Provided consulting services related to acquisitions, business development, operations, new product development, innovation and failure analysis.

* Clients included Crimson Investments, Saw Mill Capital, Creative Systems Design, Iron Bridge Tool

**DANAHER CORPORATION – Washington, D.C. 2003 – 2008**

**Danaher Tool Group – Sparks, Maryland**

**Vice President, Product/Brand Marketing, R&D, Business Development**

Led product/brand marketing, R&D, business development and strategic planning efforts for the global hand tools business representing $650M in revenues. Led a team of 30 with 11 direct reports.

* Transformed GearWrench from a single product into a global brand asset via new product introductions, brand equity management, and geographic expansion. Grew revenue from $28M to $100M over 5 years at an operating profit margin over 25%.
* Built a global new product development organization that included ideation, accelerated product development, project management, a China design center, an outsourced India design center, an advanced technology organization and a patent process that delivered over $200M in new product sales and increased sales vitality from 5% to 25%.
* Launched Danaher into the electronic torque measurement business via open innovation process representing a $60M opportunity. Initial products launched generated $5M in year-one sales.
* Supported corporate-wide efforts to accelerate organic revenue growth. Developed growth tools for ideation, accelerated product development and voice-of-customer that were implemented worldwide. Corporate sales vitality increased 17% and ideation funnel increased 45% over 3 years.

**THOMPSON INCORPORATED – Paris, France 2002 – 2003**

**Thomson Consumer Electronics Division – Indianapolis, Indiana**

**Vice President & General Manager, Worldwide High-end Television Business**

Responsible for a P&L with $900M in worldwide revenues. Operational responsibility included 1500 employees in global Product Marketing (France & USA), R&D, Manufacturing in Juarez Mexico and Production Planning. Prepared business for a joint venture with TCL.

* Launched an all new line of 20 RCA & Thompson digital widescreen high definition televisions in the USA & Europe. Visited major accounts to help sell-in of new products.
* Developed a new strategy for display technologies that refocused R&D efforts on LCD products and reduced Engineering/development expenses 15%.
* Implemented a production planning dashboard and review process that reduced inventory by $20M.

**BLACK & DECKER CORPORATION – Towson, Maryland 1990 – 2002**

**DeWALT Professional Products Division**

**Vice President & General Manager, Accessories Division 2000 – 2002**

Selected to lead the turnaround of an unprofitable, declining Accessories business. P&L responsibility for a $200M division with six manufacturing plants. Operational management included Marketing, Manufacturing, R&D, Purchasing, and Distribution. Led an organization of 340 people.

* Developed/implemented a comprehensive strategic plan that refocused the product portfolio, channels of distribution, manufacturing competencies, marketing tactics and supply chain process. Personally visited key accounts to jumpstart selling efforts by communicating strategy and building relationships. Improved operating income by 10 percentage points, order fulfillment cycle time by 17 days, service level by 10%, market share in core categories by 5%, and reduced inventory by $12M while achieving budgeted top line sales in year one of plan.
* Closed the screwdriver bit manufacturing plant and sourced non-core product from China which reduced annual costs by $7M and improved category operating income by 25 percentage points.

**Vice President, Corded Power Tools Group 19­98 – 2000**

Directed business, marketing and R&D efforts for the corded power tools segment. P&L responsibility for ten product portfolios that accounted for $550M in revenues. Led staff of 10 with 70 marketing managers and engineers.

* Increased sales 10% during a market decline while reducing controllable expenses by $1.5M.
* Generated $3.6M in annual cost savings through the introduction of new net-shaped materials and processes.
* Launched DeWalt into new $150M cutout category. Generated $7M in first six months of sales.

**Director of Marketing, DeWalt Brand 1996 – 1998**

Selected by the president to be the first brand manager for DeWalt. Developed a brand equity management plan and guidelines for consistent implementation and training. Received the *Marketing Excellence Award* for efforts.

* Developed and implemented the strategic marketing plan to convert the Industrial/Construction channel from the B&D Industrial brand to the DeWalt brand. Retained all major accounts. Sales and market share more than doubled over a three year period ($150M in sales and 15% in market share).
* Initiated and planned DeWalt’s first market blitz to launch new product and increase brand awareness. The $1M plan included blitzing eight west coast cities with 130 Sales and Marketing personnel, advertising and retail integration. Generated $10M in sales during blitz period.

**Group Product Manager, Saws and Woodworking 1994 – 1996**

**Product Manager, Drills and Fastening 1992 – 1994**

Accountable for all facets of product management including market research, market analysis, strategic planning, product positioning, pricing, promotion, advertising, sales, production forecasting and expense budgeting.

* Managed three saw portfolios and two woodworking portfolios including P&L responsibility that generated $125M in annual sales. Grew combined top line sales by 33% and operating income by 46% over two years.
* Turned around a $20M declining unprofitable circular saw portfolio into a $33M profitable business in 24 months. Improved operating income ratio by 10 percentage points.
* Managed a mature $95M P&L drill and fastening portfolio. Grew sales 35% and operating income 51%.
* Conducted research, managed multifunctional product development team and facilitated the launch of a $10M product development project. North American sales exceeded $41M in year one with a 22% operating income.

**Sales & Marketing Manager, Automotive Business 1991 – 1992**

Managed sales and marketing of the $25M Professional Automotive Channel. Developed product and promotion plans to drive sales and managed a $12M private label account; increased sales by 20%.

**Manager, Metallurgical Engineering Group 1990 – 1991**

Provided technical support on material related matters to design engineering and manufacturing at the various Black & Decker companies. Initiated a formalized failure analysis process that reduced the time to identify root cause of product failure and initiate corrective action by over 90 days.

**GRUMMAN CORPORATION - Bethpage, New York 1982 – 1990**

**Aircraft Systems Division**

Promoted to Program Engineer in 1985. Responsible for administrative and technical management of all material efforts in sustaining E2C/C2A Aircraft as well as corrosion control and failure analysis to all vehicle programs.

**EDUCATION­­­­­**

Executive M.B.A., Loyola College, Baltimore, MD ­­\_

M.S., Metallurgical Engineering, NYU Tandon School of Engineering, New York, NY

B.S., Metallurgical Engineering, University of Arizona, Tucson, AZ

A.A.S., Aerospace Technology, State University of New York at Farmingdale, Farmingdale, NY

**PROFESSIONAL DEVELOPMENT**

Experienced/Trained in Value Selling, Policy Deployment, TRIZ and Lean Manufacturing Processes; Kaizen, 5S, Standard Work, Value Stream Mapping and New Product 6-sigma.