**Robert J. Hlavacek, Jr., MBA**

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**SENIOR SALES LEADER**

Successful executive MBA with extensive sales and technical leadership experience in the high-tech industry. Focused on building highly talented teams that excel at achieving aggressive sales and corporate goals in hyper-growth markets. Skilled at managing organizations through rapid change and growth initiatives, particularly acquisitions and divestitures. Exceptional skills in:

* Sales and Marketing
* Business Strategy and Planning
* Employee Recruiting and Retention
* Leadership
* Process Improvement
* Change Management

### PROFESSIONAL EXPERIENCE

CISCO SYSTEMS 2006 - 2016

**Sr. Manager – Sales and Engineering** (2006 – 2016)

* Achieved 109% of FY16 goal of $391M, 158% of FY14 goal of $220M, 114% of FY12 goal of $77M, and 121% of FY09 goal of $67M.
* Served as interim Regional Sales Manager in FY14 leading the Data Center sales and engineering teams to a finish of 158% of FY14 goal and 102% year-over-year growth.
* Received the FY14 Manager’s Excellence award for top 10% sales leader performance of the worldwide sales organization.
* Built the Cisco’s Unified Computing System (UCS) sales and field engineering team that grew the business to a $200M run rate over seven years since the initial product launch.
* Developed detailed weekly, monthly, and quarterly forecasts with -5%/+10% accuracy utilizing salesforce.com and business reviews with the sales team.
* Spearheaded inter-company sales collaboration between Cisco, EMC, VMware, and Intel that accelerated product sales and customer adoption. Received the Enterprise Data Center Strategic Leadership award for the program’s success.
* Chaired a cross-segment team of Data Center Systems Engineers and Architects that established Cisco’s early field direction for Cloud Computing.
* Led a cross-functional field sales team and Technical Assistance Center (TAC) to drive improvements in post-sales customer support that resulted in increased customer satisfaction.
* Developed an incentive program for the Central Area Systems Engineers to accelerate customer adoption of the Unified Computing System and Nexus Data Center platforms that resulted in top revenue contributions and sales attainment for the Enterprise Segment.

NETWORK GENERAL/NETWORK ASSOCIATES 2000 - 2006

*Network General was the result of the divestiture of the Sniffer business unit from Network Associates in July 2004.*

**Director - Sales, Systems Engineering & Consulting** (2001 – 2006)

* 2004 President’s Club – 101% of goal, 2003 President’s Club – 111% of goal
* Led the Systems Engineering teams through the divestiture of the Sniffer business unit from Network Associates with 94% employee retention.
* Consolidated North American evaluation equipment in to a centralized depot that provided preparation and delivery processes that increased field productivity by 20%.
* Established the Systems Engineering Regional Lead program that provided regional leadership and created a career development path for high potential Systems Engineers. Developed management and leadership training for the program.
* Presented to Wall Street analysts during the 2002 Analyst Day and NYSE stock listing event.
* Developed Consulting Services into revenue stream of $2.5 million.

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**Area Manager – Sales, Systems Engineering & Consulting (**2000 – 2001)

* 2001 President’s Club – 114% of goal.
* Provided technical leadership to field sales and engineering teams to exceed the annual sales quota of $84.5 million.

###### **Pre-Sales Systems Engineer** (2000)

* Provided technical account management for Sniffer Technologies solutions to Fortune 500 customers.
* Developed and presented training for worldwide Systems Engineers on new features of the latest Sniffer product release.

#### ADDITIONAL EMPLOYMENT

# **MacNeal Health Network** -Manager of Network Infrastructure and Security

#### Chicago Medical School - Application Programmer

#### Lake Forest College - Network Analyst & Programmer

#### EDUCATION

**Masters of Business Administration**, Strategic Management, Kellstadt Graduate School of Business, DePaul University, Chicago, Illinois

**Bachelor of Science**, Computer Science, North Central College, Naperville, Illinois

**PROFESSIONAL DEVELOPMENT**

Cisco Sales Masters (SMS) Cisco Advanced Managers Series (CAMS)

Franklin Covey – 7 Habits of Highly Effective People Franklin Covey – 4 Roles of Leadership

Kellogg Executive Program: Creating a Culture Sandler Sales Training

of Innovation Siebel TAS

Acclivus Negotiation and Conflict Resolution The Dale Carnegie Course

Additional coursework from Coursera and Udemy

##### ACTIVITIES & ACCOMPLISHMENTS

Cubmaster and Den Leader – Cub Scout Pack 110 4th Degree Knight, Knights of Columbus

Vigil Honor – Order of the Arrow 1st Dan Black Belt, World Taekwondo Federation

Eagle Scout with Bronze Palm, Boy Scouts of America