

**Paul R. Chase**

# Executive Summary

Bilingual business executive with over 25 years of experience, as a former business owner and a private consultant, developing and executing the strategies, programs and initiatives that drive an organization, its growth and performance, and ultimately, its value.

Proficient in coordinating, integrating and managing diverse business elements - programs, processes and people - in order to optimize performance or successfully realign, transition and evolve organizations during periods of uncertainty and dynamic change, such as startup, growth, expansion, leadership/culture changes, and contraction. Experienced in M&A initiatives, from pre-acquisition due diligence to post-acquisition integration, including analysis, evaluation and merging of complementary and supplementary capabilities, skills, and market synergies to best achieve assimilation and attain desired benefits.

Strategic planner and business manager able to provide full-service support during a company’s life cycle. Emphasis on forming collaborative, coaching and mentoring environments, while executing strategic planning, corporate development, and business management initiatives for small and medium-sized businesses.

Established, operated and sold CCI, Inc., a professional services firm with 200 employees and $18M in revenue. Achieved a successful M&A strategy and integration with acquiring company that was ultimately purchased for 1B. Currently, strategic planning and business development adviser and consultant to government contractor, and driving an early growth enterprise in the domestic and international physical security marketplace.

# Work Experience

**Private Consultant / Investor September 2004 - Present**

Adviser and consultant to Imperatis Corporation, a company providing technical, IT and professional services to the federal government. Developed and implemented corporate transformation strategy directly with CEO and Executive Team including strategic business objectives, operational plans, organizational alignment, and supported by an effective, well integrated corporate organization and communication strategy. Engaged in Business Development program planning, and performing bid & proposal management, planning and execution, including aligning BD initiatives to strategic objectives, mapping RFP requirements to company experience, past performance, and skill sets; developing proposal compliance matrices and key themes; proposal writing, including Management Plans, Quality Assurance and Quality Control Plans, Transition Plans, Subcontractor Management Plans, Staffing Plans, and Risk Management Plans; and structuring the response and managing the process.

Adviser and consultant to Seenex, a company providing access control solutions for critical infrastructures, with installations at client sites in both federal and state government locations.

* Directed strategic, operational and financial business planning, including market planning and business development strategies and programs
* Prepared and coordinated pre-award project efforts including technical solution recommendations, presentations, white papers, cost analyses, and contracts negotiations
* Developed and implemented Strategic Partnerships and Alliances to add complementary technologies and increase market share
* Conducted market analyses to target and penetrate market segments whose security needs evolve based on technology developments, terrorist threats, and breaches of security, and educated clients regarding the physical security marketplace/industry standards and new technologies
* Engaged in all aspects of business development: determine economic buyer, develop concept presentations and white papers, determine technical requirements, and develop site-specific solutions to meet existing or new building requirements prior to renovation or implementation
* Strategic and business planning consultant to Tetrad Digital Integrity (TDI), 4th Dimension Engineering, and Besch Designs LLC.
* Implemented Corporate Development and Entrepreneurial Leadership Programs
* Advised executives on Strategy, Vision and Mission Planning and developed accompanying infrastructure organization and financial modeling structure
* Conducted Business Development training; established strategies, programs and tools; developed incentive programs; and provided hands on coaching, monitoring and advice

**Stanley Associates** **September 2002 - 2004**

Vice President for Navy Programs

In 2002, sold CCI, Inc. to Stanley Associates. Remained President of CCI as an independent division and became responsible for all Navy programs within Stanley Associates.

* Member of senior management team that implemented new account management process and new corporate strategic objectives initiative to reach $1B in sales
* Member of executive management team that developed and implemented new infrastructure realignment plans addressing programs, systems, processes and personnel, designed to accommodate the growth objectives of the Company
* Worked with all levels of staff on Team Building and Performance Improvement initiatives to understand and implement new processes and provide leadership, recognition and motivation
* Expanded and integrated corporate vision and strategic/operational planning required to ensure a smooth transition of CCI into a new organization. Implemented and coordinated entrepreneurial leadership and program management training and development strategies / programs to attain complete synergy between both companies’ capabilities and corporate culture
* Realigned capabilities and resources , implemented communication strategies/programs (external and internal), and managed ongoing project work and client/partner relationships under new matrix management organization to avoid disruptions and maximize performance

**CCI, Inc. March 1986 – September 2002**

President / CEO

* Founded and operated CCI, Inc., a professional services firm specializing in engineering, logistics, and program management for U.S. Naval Aviation Programs, NASA, Army Corps of Engineers and AID. Headquartered in Alexandria, VA, CCI had principal offices in San Diego, CA, Jacksonville, FL, Lexington Park, MD, Havelock, NC, Virginia Beach, VA, and Santiago, Chile.
* Engaged in every aspect of building and managing a small business – payroll, budgets, proposals, performance, client and partner relationships, audits, recruitment, benefits; later focused on the strategic elements and goals of the enterprise, ensuring consistent adherence and execution
* Lead the strategic planning process, formulated the corporate vision and strategic direction, initiated growth strategies, approved all major financial management and new development initiatives, provided strategic guidance on operations, direct forecasting & budgeting efforts
* Developed long-range business development plans, formulated sales strategies with a dual focus on increasing market share and margin, and implemented collaborative methods throughout the organization to ensure a cohesive communications and execution approach
* Ensured proper business elements were in place to support CCI’s work and projected growth; set the direction, goals, and objectives and maintained core values and culture; implemented the business processes necessary to manage growth; directed business development and proposal efforts; and managed all internal and external strategic relationships
* Prepared and executed successful M&A strategy, documentation, and process

**Other**  **July 1989 – November 1997**

* Election supervisor to the Municipal Elections in Bosnia and Herzegovina under the OECD / US State Department Program after the Balkan War in 1997
* In-country Director of USAID sponsored program to automate the National Civil Registry in Honduras in preparation for national elections in 1990

# Education

Bachelor of Arts - Political Science, Pennsylvania State University

Master of Arts – International Relations / Government, Georgetown University