

Paul Deis

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Background Summary



To his role as CEO, PROACTION, Paul Deis brings a wealth of experience that clearly identifies him as a dynamic, accomplishment-driven management consultant and executive; detailed, successful experience with nearly 60 companies over a 25+ year career. Experience highlights include:

- **Consultant** – Manager at Deloitte & Touch; headed own firms, as well as working with other firms on projects, such as PROACTION. Now CEO of PROACTION.
- **Executive** – served as VP Manufacturing at medium sized firm; 250 person team. Have also served in line and executive management roles on a consulting/interim basis in a number of instances, including Exec VP at an A&D machining company.
- **Multiple Areas of expertise** – material management, manufacturing, cost systems, lean methods, IT, including major software design, development, implementation for ERP, other systems; US Government contracting (FAR), APICS Certification as CFPIM.
- **ERP Software Company** – started, led a specialty ERP software firm for 5 years; marketed system he designed, developed; customers included a Raytheon division, others.
- **Challenging assignments** – have led or had major roles in several turnarounds and crisis resolutions, as well as projects where major obstacles had to be overcome for success.
- **Performance improvements** – numerous projects where significant business performance improvements resulted from process re-engineering and other changes.
- **Recruiting & Organization Building** – have built organizations; located, qualified, hired mid and senior level managers and professionals under client-driven, specialized circumstances. In a recent successful experience with global construction company, Paul was involved in organization design planning and led the recruitment of nearly 100 senior leadership professionals in Iraq, Afghanistan and similar “garden spot” locations for an \$8 Billion/year global supply chain project.

Specific Accomplishment Examples

- **Crisis resolutions** – health insurance company; resolved a failed software development project that had shut the company down, preserving existing business, and enabling volume to grow 30% the following year.
- **Product introduction** – resolved numerous challenges and difficult managerial and logistical issues to successfully introduce a new recording industry product that eventually revolutionized the recording of music all over the world.
- **Unique business model** – designed, developed, implemented a complete ERP system for a consumer electronics firm in a 2 year period that enabled it to both grow rapidly and manage its off-site production and global logistics at higher business volume levels.

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- **Executive** – as VP Manufacturing, implemented lean production methods, to reduce production cycle time from 3-6 weeks to a fixed 2 day cycle, enabling the company to eventually become the dominant player in its industry.
- **Turnaround** – at a 2 plant contract manufacturing firm, where production had been completely stalled for 3 weeks, led a major portion of the effort to successfully restore and stabilize production, eventually enabling the lead investor to turn his \$12 million investment into \$30 million when the company was later sold. Another turnaround project involved restoring full production an airline seat manufacturing company, where production had fallen to 20% of what was scheduled, resulting in delays in shipments of new airliners.
- **Custom Software Design/Development** – a US partner of a global plumbing products company, a tightly integrated assemble to order business model was needed for success; we designed, led development and implementation of unique enhancements to our ERP system product that enables a small staff to both process high volumes of orders, as well as forecast sales at the individual component level to drive replenishments. The company quickly became successful and remains so.

Attributes

- High-energy, confident professional with a get-things-done-now work style.
- Collaborative, people oriented, team-focused leaderships style with strong communication skills; leads by example.
- Subject matter expert in multiple areas - quick to develop expertise in new areas, create innovative solutions.
- Industries include manufacturing, distribution, insurance, health-care, aerospace & defense, construction.
- Organization sizes he has worked with range from small family owned businesses, startups, through Fortune 100 companies.

Company Experience Examples

Paul has worked with a wide variety of companies, in manufacturing, Aerospace & Defense, FDA regulated, consumer products, as well as other businesses such as health insurance, medical practices and banking. As well as dozens of smaller and mid-sized companies, examples of larger, more familiar companies include:

- Hughes Aircraft (now Raytheon)
- ITT – Avionics and Gilfillan divisions
- Xerox – computer services, now Glovia
- Pharmavite Corporation
- Pharmaseal Laboratories (now Baxter)
- IBM
- Deluxe Film Labs
- Raypak, Inc.
- Alexis Corporation
- Cedarapids div. of Raytheon (Now Terex)
- Hydril Company
- Bank of America

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Industry Experience Examples

Paul has hands-on, detailed experience in an unusually wide range of industries, business models, styles, characteristics, products and services, including:

- Capital equipment manufacturing
- Disposable products
- Aerospace & Defense – Tiers 1, 2, & 3
- Consulting & professional services
- Continuous & process production
- Retail banking operations
- Machining, numerous types
- Complex assembly operations
- Large-scale, complex equipment
- Engineering driven
- Distribution & configure to order
- Business Records Storage
- Vocational & propriety education
- Consumer products
- Medical devices & equipment
- ERP Software development & sales
- Health insurance – agency & claims
- Wood products – cabinets, showcases
- High volume medical clinics
- Plastic injection molding
- Global off-shoring & outsourcing
- Contract Manufacturing / electronics
- Global construction & supply chain
- RV Manufacturing
- Automotive repair
- Industrial components

Education

Master of Business Administration – California State University, Northridge
Bachelor degree, Biology – University of Texas, Austin

Affiliations & Other Qualifications

- Author – *Production & Inventory Management In The Technological Age*, text Published by Prentice-Hall, 350 pages, hardbound, plus many papers, talks and presentations. The book is scheduled for publication of a greatly updated edition Fall 2006. He is also targeting mid-summer 2006 for publication of new book, *Understanding and Generating Best Practices*.
- Certified as a “Fellow” by APICS (CFPIM)
- Speaker – Experienced, dynamic public speaker, with presentations and talks at professional societies such as National Contract Management Association (NCMA), American Production & Inventory Control Society (APICS) and others.