

Provide extraordinary results leading & turning around distressed organizations while promoting synergistic teams

Rich mix of business development, operations, and finance for billion-dollar organizations. Diversely experienced from start up to work out, turnaround and rapid growth—resolving long-standing problems and creating solutions that improve operational efficiency. Leverage expert analysis and insights to promulgate lean approach and team empowerment that drives organizational improvements and instills best practices. Objective and progressive with dynamic leadership and business acumen to produce extraordinary results. Selfless advocate and masterful persuader.

AREAS OF EXPERTISE

- ☑ Executive Decision Maker & Fiscal Champion
- ☑ Global Multi-Site Operational Leadership
- ☑ Green Field Facility Start Ups
- ☑ Corporate Planning & Strategic Development
- ☑ P&L Management & Budgetary Direction
- ☑ Lean & Six Sigma Practitioner

EXPERIENCE & ACHIEVEMENTS

MANUFACTURING SPECIALISTS GROUP (MSG), Almont, MI

2007–Present

Company provides engineering or operational project management services specializing in lean, costing, and operational processes.

Senior Director/Consultant

Provide operational and lean manufacturing expertise to manufacturing companies in distress and avoid potential bankruptcy or liquidation while returning it to profitability.

TURNAROUND & REVITALIZATION:

- Led the successful turnaround of a distressed packaging company in Ohio with annual revenues of \$200 million to **reduce packaging lead time from 4 days to 6 hours** with an 80% WIP reduction and 30% direct labor productivity gain. Implemented flexible processes and new technology.

LEO ASTOR AUTOMOTIVE /LEO ASTOR INDUSTRIES, INC., Detroit, MI

1997–2007

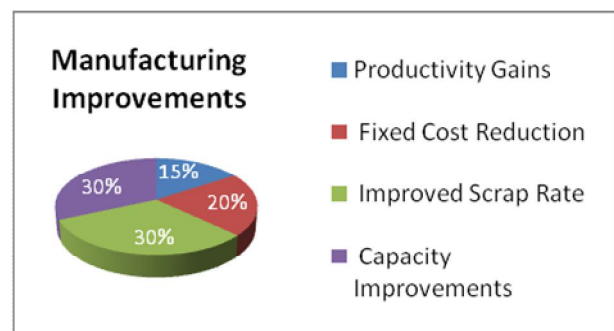
Billion-dollar global Tier 1 automotive supplier to global OEM (GM, Ford, Chrysler, Toyota, Nissan) in North America, Europe, Asia-Pacific, & SA.

Vice President, Operations & Quality (2004—2007)

Maintained full P&L autonomy of 9 North American manufacturing sites totaling **\$600 million** in revenue, while **managing 2000 associates**. Provide strategic and tactical support to ensure sustained improvements in productivity, customer satisfaction and profitability.

COST REDUCTION & PROCESS IMPROVEMENTS:

- Drove the reorganization of operations/quality management and lean transformation of 10 sites (1 non-automotive electronic manufacturing site) into world class operations realizing **productivity gains of 15%** year after year. Reached an average minimum 5% year-to-year supplier cost reduction.
- Launched 2 new green field site startups in Australia.
- Created new business pipelines with major OEMs in North America and Asia. Significant shop floor reorganization with a **30% capacity improvement**.
- Expanded EBITDA through higher productivity gains and quality demands with strong customer givebacks, zero defect requirements and rising material costs.
- **Improved scrap rate by 30+%** and **reduced fixed costs by 20%** at a Florida hose manufacturing facility through enhanced standardized work and employee training.



Ravi Amon

Director of Quality (1999—2004)

Promoted to corporate headquarters in MI to implement lean transformation of North American automotive and industrial divisions. Transformed all sites from QS9000 to mandatory TS16949 quality certification.

PRODUCTIVITY IMPROVEMENTS:

- Developed Leo Astor Automotive Production System (LAAPS) on TPS philosophy for standardized implementation of lean manufacturing principles at all sites.
- Boasted a **60% productivity gain within 2 years** at the pilot plant in Georgia with the highest customer satisfaction in quality and delivery while exceeding profit objectives.

Director of Operations (1997—1999)

Hired to **start up and manage this Tier 1 green field site** power steering and air conditioner hose assembly plant in Australia, to support Ford Motor Company. Provided lean and quality training to all employees.

LEAN IMPLEMENTATION:

- Implemented text book TPS (Toyota Production System) philosophy that promoted **5-S, standardized work, JIT and Kaizen** within 10 months.
- Exceeded financial and quality objectives **12 months earlier** than anticipated.

PROGRESSIVE AUTOMOTIVE, Melbourne, Australia

1991—1997

Tier 1 global automotive supplier of precision engine bearing, powder metallurgy and aluminum die cast component suppliers.

Plant Manager

Reinforced lean manufacturing to improve productivity, quality, waste and operating profitability. Played a role in technical and commercial negotiations in Sweden, Malaysia and South Korea.

OPERATIONAL TURNAROUND:

- Turned around operational productivity within 18 months; **improved operation profit from 1.5% to 14%** (waste elimination). Secured viability of plant's future.
- Mitigated union and management disputes in order to focus on common objectives and **regain trust between management and associates**.
- Awarded "GM Global Supplier of the Year", 1995.

JUPITER MOTOR MANUFACTURING, SYDNEY, Australia

1979—1991

Multi-billion dollar automotive manufacturing company.

Production Control Manager

Rapid advancement in early Jupiter career beginning with **Management Trainee** and working through roles as **Program & Special Project Manager, Senior Manufacturing Engineer, Planning Engineer** and **Production Engineer**. Extensive international negotiation experience in Europe, South America and Asia. Managed a \$120 million activity-based cost reduction program.

EDUCATION | TRAINING | MEMBERSHIPS

BS, Manufacturing Engineering, SWINBURNE UNIVERSITY OF TECHNOLOGY, Melbourne, Australia

Various Management & Kaizen training

Chartered Professional Engineer, MIE CPEng | Member, SAE (Society of Automotive Engineers)

■ ■ ■

"Successful operations are 80% psychology and 20% skill. Remaining objective and helping people be successful and proud of what they do is what increases productivity and therefore, profits"— Ravi Amon, when asked how he is able to turn around distressed companies within 3 months.

Ravi's résumé was interesting to work on. Here was an executive who truly seemed to care about how he could help distressed businesses. He really had a gift. He would go into any company, build trusting relationships with the employees, uncover the problem, and make a plan to change and resolve it. His focus, strengths and passion were two-fold: working with the employees, and revitalizing the company. He was a humble man and felt honored to be called to turn things around.

Ravi had so many accomplishments that I omitted a lot of the daily responsibilities and made it an accomplishment-based, reverse chronological résumé.

I began with a branding title of Visionary Rainmaker and followed with a summary and bulleted keyword list.

I added an Experience and Accomplishments section and focused on the accomplishment focus he had at each job. In his 2nd most recent job, I decided to add a 3-D pie chart to showcase his manufacturing improvements.

Page 2 consisted of the rest of his employment history followed by his education and memberships. The last thing I added was a quote of something he said and I thought was so powerful and described him perfectly.