

MICHAEL D. MORRISON

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OPERATIONS MANAGER

Superior record of executive leadership in start-up, management, turnaround, instructional and special project roles.

Award-winning natural leader focused on excellence, accomplished in operational planning, team building, problem solving and financial management. Provider of visionary perspective to large-scale operations; fully capable of managing intricate details of diverse, concurrent initiatives. Achieve performance advances in demanding arenas by clearly communicating vision, instilling team culture, and igniting a spirit of cooperation. Steady advisor, able to influence all organizational levels from executive down, simultaneously in multiple facilities at numerous locations. Accelerated performer in high pressure, crisis situations; energized by "impossible" challenges.

Core Competencies:

- Strategic Planning
- Staff Recruiting & Development
- Budget Management & Reporting
- Policy & Procedures Development
- Operational Streamlining & Change Management
- Staff Management, Motivation & Leadership
- Special Projects & Project Management
- Quality Assurance
- Staff Teaching & Training
- Presentations & Negotiations
- Crisis Management
- Regulatory Compliance

"Trusted and competent senior Staff NCO; a critical leader for a combat deployed company. Strong operational knowledge and experience enhanced the company's combat effectiveness and mission success." – from Evaluation

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

U.S. MARINE CORPS 1995 to Present

- **Promoted rapidly** through roles of increasing leadership and as a strategy advisor to top management
- **Accomplishments include leading 100 soldiers during two seven-month tours of combat duty in Iraq, sustaining zero casualties**
- **Achieved the highest enlisted rank—Master Gunnery Sergeant/E-9—four years ahead of peers**
- **Secret Security Clearance; Top Secret eligibility**

CAREER PROGRESSION:

OPERATIONS CHIEF, BATTALION COMMANDER, Twentynine Palms, CA [2005-Present]

Operational advisor to the Company Commander charged with preparing more than 1200 Marines for worldwide deployment in response to situations involving security, peacekeeping, disaster, and/or humanitarian assistance. Serve as lead planner, developing, prioritizing and managing all actions and milestones to completion. Build highly trained operations, logistics, command/control, security, and training teams capable of operating over areas of up to 500 square miles. Oversee budgets of \$10 million for operations/logistics and \$500,000 for training. Ensure the preparation and delivery of routine operations and budget reports to USMC Headquarters.

Select contributions:

- **Led the planning, coordination, and execution of four separate one-month overseas training deployments** of Marine Reserve personnel. Three deployments involved the coordination, movement, and training of 200+ personnel and equipment to Japan, Morocco, and the Caribbean; the fourth involved 400+ personnel to Kenya. Additionally led the planning, coordination, and execution of a one month training deployment of 900+ personnel from Texas to Virginia.
- **Developed two annual training plans** required to prepare 1100 personnel for combat deployments.
- **Created standard operating procedures (SOPs)** for operations, coordinating more than 1000 personnel from over ten agencies representing all U.S. Military Services.
- **Supervised/managed 100 personnel at a Combat Operations Center** during two seven-month combat deployments to Iraq.
- **Served as lead developer and managing supervisor of all USMC light armored vehicle assets** during the U.S. force withdrawal from Iraq (1100 personnel and 175,000 pieces of equipment valued at \$150 million+; June-Oct. 2009).
- **Mentored and counseled subordinates** resulting in a 100% advancement rate for all personnel eligible for promotion.

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CHIEF INSTRUCTOR, MARINE CORPS FORMAL SCHOOL, Jacksonville, NC [2003-2005]

Trained and oversaw the training of 350 personnel, per year, from all military pay grades and education levels, from high school graduates to college graduates with multiple Masters degrees. Managed and directed the efforts of 20 highly trained, experienced instructors, ensuring all curriculum delivered was within established guidelines, and that all instructors possessed current training in all required disciplines. Managed a \$2 million annual operational budget. Ensured the preparation and delivery of regular operations and budget reports to USMC Headquarters.

Select contributions:

- ***Selected by the Commander of the Marine Corps Combat Service Support Schools to lead the Formal Schools Instructor's Course,*** based on demonstrated leadership and knowledge of instructional and adult learning techniques. Requested and received ten additional instructors, increasing the school's annual student training capability from 250 to 350.
- ***Led the USMC East Coast Formal Schools Evaluation Team*** in conducting inspections of all USMC Formal Schools east of the Mississippi River within the continental U.S. Inspected course curriculum content, instructor proficiency and administrative reporting. Reported findings to the USMC Training and Education Command.
- ***Led the Course Curriculum Review Board*** for the Formal Schools Instructor's Course, resulting in a complete re-write of all lessons and instructional techniques.
- ***Developed, updated and maintained all class materials*** required for conducting the school.
- ***Provided a three-instructor Mobile Training Team*** which traveled to and conducted courses at off-site locations. Scheduled eight Mobile Training Team evolutions per fiscal year.
- ***Key member in the rewrite of the Marine Corps Instruction Doctrine, "The Systems Approach to Training",*** which has become the base document for all Marine Corps instruction.

COMPANY OPERATIONS CHIEF, Jacksonville, NC [1999-2003]

Trusted senior operational policy advisor providing guidance to company Commander in the efficient management of four teams of 35 people per team, in preparation for deployment worldwide in response to security, peacekeeping, disaster relief and humanitarian assistance operations. Company consists of over 150 employees and provides operational combat teams capable of operating in areas up to 500 square miles. Managed an annual budget of \$100,000 for operations/logistics and \$50,000 for training. Ensured the preparation and delivery of routine operations and budget reports to USMC Headquarters. Mentored company personnel of all ranks.

Select contributions:

- ***Designed and developed company's annual training plans*** for three consecutive years.
- ***Managed company's entire logistical planning,*** including movement of personnel, vehicle fueling, power requirements and meals. Developed comprehensive logistics plan which increased company operational capabilities from three to five days without the need for a re-supply during sustained missions.
- ***Prepared detailed training and deployment schedules*** supporting all aspects of training for teams preparing to embark on security operations missions.
- ***Contributions led to recognition*** of the Company as a top performer.

Prior experience with the U.S. Marine Corps as a Recruiting Team Manager.

EDUCATION

A.S. in Education Degree candidate

San Jacinto College, Pasadena, TX *Completed 55 credit hours*

PROFESSIONAL DEVELOPMENT

Curriculum Developer's Course • Formal Schools Administrator's Course
Infantry Operations Chief Course • Career Recruiter's Course

ASSOCIATIONS

Junior High School Girl's Basketball Coach, Jacksonville, NC
Navy and Marine Corps Relief Society Volunteer, Twentynine Palms, CA

MICHAEL MORRISON'S RESUME

The vast, complex, extraordinarily responsible experience military people very often acquire, especially after 20 or so years in the service, is always amazing to me. Michael shouldered high levels of responsibility for staff, equipment, actions, planning, logistics, and general operations, in the Marines, that well-prepared him to head a civilian organization, at least technically.

He wasn't sure exactly what types of positions he'd be applying for, and we could have teased out any of a number of aspects of his background to focus him into a variety of new arenas, but to give him a good start, I created a general Operations resume for him and gave him guidelines on how to modify it according to positions he'd be applying for.

He sent tons of information, all interesting, high level, very accomplished stuff, and it was a bit of a challenge to whittle it down to just a couple of pages, but he was ecstatic with the finished product and enthusiastic about using it to land a great job in his new adventure as a civilian.