

# RANDY K. POUND

**SOLVED** Inc. – President and CEO

(513) 965-1159

Email: [rpound@solved-inc.com](mailto:rpound@solved-inc.com)

Website: [www.solved-inc.com](http://www.solved-inc.com)



• **CONSULTANT** • **ADVISORY BOARD MEMBER** • **BOARD MEMBER** • **FULL-TIME ASSIGNMENT**

## WHAT WILL SOLVED DO FOR YOU?

SOLVED excels in continuously, measurably, and significantly improving Operational Excellence. An organization's level of Operational Excellence includes all of the daily customer focus, sweating the details, planning, optimizing, decision making, and leadership of the workforce that leads to either good or poor financial results. Financial strategies without true Operational Excellence are merely dreams. SOLVED improves Operational Excellence while teaming very closely with financial professionals to ensure that all operational decisions drive the organization's increased profitability. Operational Excellence is the most diverse and challenging aspect of succeeding in business. That's why we love it. We offer client focus, maturity, professionalism, and experience to help your organization excel.

## QUALIFICATION PROFILE

Senior executive (MBA, Engineer, LEAN / Six Sigma Black Belt) with 28 years of worldwide leadership and consulting experience with world-class corporations. Expert in performance turnaround, manufacturing excellence, reliability, engineering, safety, quality, technology, supplier quality improvement, leadership development, R&D, and product development in world-class corporations. Expert at leading game-changing turnarounds of underperforming manufacturing facilities and functional departments. Adept at growing revenues, managing costs, and developing new products and services to optimize profitability. Unique strength in engaging, teambuilding, leading change, and consulting at all organizational levels, and with suppliers and customers. Key differentiator is focus on providing solutions and ensuring sustainability of improved performance results. Recognized developer and provider of highly-skilled and effective leadership talent. Consistently earned 98<sup>th</sup> percentile worldwide ranking in the Gallup Global Employee Engagement Survey.

## AREAS OF EXPERTISE

Performance Turnaround	Cost Reduction	ISO 9000 Quality Systems
Union and Non-Union Leadership	World-Class Safety / OSHA VPP	Reliability-Centered Maintenance
Product Development / R&D	Capital Project Management	LEAN / Six Sigma (Black Belt)
Consultative Sales and Marketing	Modern Manufacturing Methods	Supplier Quality Improvement

### **Performance Turnaround**

Worldwide expertise leading and consulting large, complex performance turnarounds. Led a successful performance turnaround that reversed the CEO's decision to shut down a 700-employee facility. Developed and implemented an innovative management system that was adopted company-wide by the CEO of a \$27 billion corporation. Consulted, trained, and coached U.S. and foreign leaders from all organizational levels. Earned OSHA VPP "Star" certification for safety excellence. Improved safety performance of a \$4 billion industry-leading corporation by 28% within 3 years.

### **Manufacturing Excellence**

Improved a facility from a \$30 million annual profit loss to a \$40 million annual profit within two years. Managed annual operating budget of \$108 million. Led unionized and non-unionized teams in high-stress 24x7 production environments. Implemented modern reliability, analytic troubleshooting, best practices, benchmarking, change management, and LEAN / Six Sigma tools. Developed highly-profitable products.

### **Engineering, Reliability, Quality, and R&D**

Improved Reliability costs by \$600 million per year. Engineered and developed industry-first processing equipment that reduced energy, capital, chemical, and labor costs by over 90%. Developed and led ISO 9000-series quality systems. Implemented over 40 significant processing plant design improvements and constructed 11 new processing plants in 3 years. Personally earned three U.S. patents. Managed \$750 million annual worldwide capital budget. Led R&D consortia in collaboration with major universities.

## EMPLOYMENT AND EDUCATION

SOLVED Incorporated **President and CEO**  
Cintas Corporation **Vice President of Engineering & Safety**  
International Paper Co. **Senior Manager of Reliability**  
International Paper Co. **Senior Manager of Mfg. Technology**

**University of Illinois – BS Engineering**  
**Vanderbilt University - MBA**