

KYLE B. STONE, Ph.D.
1100 North Avenue, DH309F
Grand Junction, CO 81501
(970) 488-0057 kystone@coloradomesa.edu

EDUCATION

Ph.D. Human Resource Studies 6/2007 – 8/2010

Specialization: Organizational Performance and Change

Colorado State University - Fort Collins, CO.

Dissertation: *Relationships between organizational performance and change factors and manufacturing firms' leanness*. Available from ProQuest Digital Dissertations and Theses database: AAT 3419114.

Advisor: Dr. Tom Chermack

M.Ed. Human Resource Studies 8/2003 – 5/2007

Specialization: Adult Education and Training

Colorado State University - Fort Collins, CO

Thesis Title: *Closing the Gap: Researching Manufacturing Workforce Needs and Educational Requirements of the 21st Century Workforce*. Advisor: Dr. Karen Kaminski

B.S. Industrial Arts and Technology 8/1986 – 5/1990

Central Missouri State University, Warrensburg, MO.

Coursework emphasis: Manufacturing and Industrial Engineering; Aviation.

AREAS OF EXPERTISE

Process improvement; Lean transformation; Leader-Manager Development; Organizational Development; Change management and facilitation; Adult Education and Training; Instructional Design; Operations management; Human Resource Management

HIGHER EDUCATION EXPERIENCE

Colorado Mesa University

Associate Professor of Management

8/2017 – Current

MBA Program Coordinator

8/2018 – Current

Assistant Professor of Management

8/2013 – 8/2017

Department of Business

1100 North Avenue

Grand Junction, CO 81501

Responsible for teaching courses in the BBA Management, Human Resource Management concentrations in addition to Operations Management and the Research Practicum within the MBA program. Responsibilities include teaching on-campus and online courses, advising undergraduate and graduate students, various committee assignments, assessment of learning, and continuous improvement activities. Allocation of workload is 60% teaching and advising, 20% scholarly, and 15% Service, 5% advising. Lead transition of MBA program from on-campus to online with a 100% increase in average enrollment over four years.

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Fort Hays State University

8/2010 – 8/2013

Assistant Professor of Management

College of Business and Entrepreneurship
Department of Management and Marketing
600 Park Street, McCartney Hall #224
Hays, KS 67601

Tenure-Track appointment August 2010. Primary faculty responsible for Human Resource Management (HRM) concentration within the B.B.A, M.B.A., and M.P.S. programs. Responsibilities include teaching on-campus and virtual college courses, management of six HRM adjunct faculty, advising undergraduate and graduate students, various committee assignments, assessment of learning and continuous improvement activities. Allocation of workload is 45% teaching, 20% Director of MDC, 20% scholarly, and 15% Service.

Fort Hays State University

8/2010 – 8/2013

Director, Management Development Center (MDC)

College of Business and Entrepreneurship
Department of Management and Marketing
501 S. Campus Dr., McCartney Hall #224
Hays, KS 67601

The Management Development Center (MDC) is the consulting center for FHSU located in the College of Business and Entrepreneurship. Primary activities consist of consulting with local, regional, and statewide organizations; design, develop and deliver professional development workshops; and strategic placement of high-potential internships. Consulting engagements have typically consisted of organizational assessments, manager and leader development, performance management, and process improvement. 2011 - 2012 activities: generated over 420 consulting hours, designed eleven professional development workshops with an enrollment of 127 customers.

Workshops: Manager as Change Agent; Manager as Politician; Systematic Change; Facilitating Change; Essential Customer Service, Fundamentals of Supervision Series (5 sessions); Leadership Transformation: Understanding your Leadership Style; What's my Communication Style; The Five Dysfunctions of a Team; Leader-Manager; Matrix Manager.

Fort Hays State University

8/2011 – 8/2013

BBA Assessment and AACSB Accreditation, Assistant to the Dean

College of Business and Entrepreneurship
Department of Management and Marketing
501 S. Campus Dr., McCartney Hall #224
Hays, KS 67601

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Leadership role responsible for developing a comprehensive system for assurance of student learning within the BBA program. Responsibilities include: Chair Assurance of Learning committee; administer ETS-Major Field Test to all graduating seniors and analyze data (on-line, on-campus, and China operations); gather data from faculty; analyze and report findings within annual report; Advisor role to Dean regarding AACSB accreditation.

Colorado State University

8/2008 – 6/2010

Instructor

School of Education, College of Applied Human Sciences
209 Education Building
Fort Collins, CO 80523

Designed course materials for both classroom and on-line delivery in addition to teaching responsibility for graduate students enrolled in the Organizational Performance and Change Masters program and Adult Education and Training Masters program. Taught courses at various satellite locations in addition to CSU's main campus in Fort Collins, CO.

Courses taught while at CSU: Change Facilitation, Intervention Strategies, Consultation and Analysis of Organizations, Strategic Human Resource Development, Human Resource Development, Program Development and Instructional Design, and Assessment, Evaluation, and ROI.

PUBLICATIONS

Published - Peer-reviewed journals

Stone, K.B, Brown, L., Smith, S., Jacobs, J. (2018) Organizational Assessment: An integrated approach to diagnosis and interventions. *Organizational Development Journal*. 36(1): 67-95 (AACSB IC: Applied, PRJ, 3/8/2018)

Stone, K.B. (2015) The Burke-Litwin organizational assessment survey: Reliability and Validity. *Organizational Development Journal*. 33(2): 33-50. (AACSB IC: Discovery; PRJ, 6/1/2015)

Harris, G., Stone, K.B., Mayeshiba, T., Compton, P., Farrington, P. (2014). Transitions from teaching lean tools to teaching lean transformation. *Journal of Enterprise Transformation*. 4(3): 191-204. DOI: 10.1080/19488289.2014.930545 (AACSB IC: Teaching; PRJ, 7/3/2014)

Stone, K.B. (2012). Lean transformation: Organizational performance factors that influence firms' leanness. *Journal of Enterprise Transformation*. 2(4): 229-249. (AACSB IC: Applied; PRJ)

Stone, K.B (2012). Four decades of lean: A systematic literature review. *International Journal of Lean Six Sigma*. 3(2): 112 – 132. (AACSB IC: Applied; PRJ)

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Stone, K.B. (2010). Kaizen Teams: Integrated HRD Practices for Successful Team Building. In J.W. Gilley & A.M. Waite (Eds.), *Team building: A critical analysis of the fundamentals that improve organizational effectiveness. Advances in Developing Human Resources*. 12(1): 61 - 78. (AACSB IC: Applied; PRJ)

Stone, K.B., Kaminski, K., Gloeckner, G. (2009). Closing the Gap: Researching Manufacturing Workforce Needs and Educational Requirements of the 21st Century Workforce. *Journal of Industrial Teacher Education*, 45(3): 5 - 33. (AACSB IC: Applied; PRJ)

Manuscripts in Preparation:

Stone, K.B., Sanders-Via, C., McGee, K., McGrath, B. (Research in process). Transfer of Leadership Training: A Study of a Municipalities Non-profit Leadership Development Program. Target Journal: *Advances in Developing Human Resources*

Book Chapters / Sections:

Stone, K.B. (2020). Virtual presentations: Techniques for improved learning outcomes and assessment of student learning. In *Handbook of Teaching With Technology in Management, Leadership, and Business*. In Allen, S., Gower, K., Allen, D. K., (Eds.), [*Handbook of Teaching with Technology in Management, Leadership, and Business*](#) (pp. 158-173). Northampton, MA: Edward Elgar. (AACSB IC: Applied; Other – Book Chapter, 10/5/2020)

Stone, K.B. (2008). Continuous Improvement Planning. In Gilley, J. W., Gilley, S. A., Quatro, & Dixon-Krausse, P. (Eds.), *The Praeger Handbook of Human Resource Management* (pp. 58 - 61). Westport, CT: Praeger. (AACSB IC: Applied; Other – Book Chapter)

PROCEEDINGS

Refereed Proceedings & Presentations:

Allen, S., Stickey, L., Fowler, D., Mitchell, J., Gower, K., **Stone, K.**, Li, X., Foss, S., Turner, J., Moran, K, Fetea, A. (2021). Teaching with Technology: Teaching “Managers” – Professional Development Workshop (Session 387). *Proceedings of the 81st Annual Meeting of the Academy of Management Conference* (n.p.) AOM (Virtual Conference). (AACSB IC: Applied; Proceedings)

Allen, S., Stickey, L., Fowler, D., Fellenz, M., Nelson, T., Trinh, M., Edwards, M., Lewis, A., Mitchell, J., Gower, K., Brady, M., Staples, H., Lo, K., **Stone, K.**, Jhamb, S. (2020). Teaching with Technology: Seeing Past the Constraints of technology – Professional Development Workshop. *Proceedings of the 80th Annual Meeting of the Academy of Management Conference* (n.p.) British Columbia, Vancouver: AOM (Virtual Conference). (AACSB IC: Applied; Proceedings)

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- Allen, S., Gower, K., Stone, K.B., Alagaraja, M. (2018). Teaching with Technology: Improving Lives Inside and Outside the Classroom – Professional Development Workshop. *Proceedings of the 78th Annual Meeting of the Academy of Management Conference* (n.p.) Chicago, IL: AOM. (AACSB IC: Applied; Proceedings)
- Mitchell, J.P., Gower, K., Allen, S., & Stone, K.B. (2017). Teaching with Technology: Building the Interface Beyond the Classroom – Professional Development Workshop. *Proceedings of the 77th Annual Meeting of the Academy of Management Conference* (n.p.) Atlanta, GA: AOM. (AACSB IC: Applied; Proceedings)
- Stone, K.B., Brown, L., Smith, S.L., & Jacobs, J. (2016) Organizational Assessment: An integrated approach to diagnosis and interventions. *Proceedings of the 76th Annual Meeting of the Academy of Management Conference* (n.p.) Anaheim, CA: AOM. (AACSB IC: Applied; Proceedings)
- Stone, K.B., Parman, D., & Lay, S. (2015). Assessing Teamwork within BBA Curriculum. (September 17, 2105). *Proceedings of the 57th Annual Global Mountain Plains Business Conference* (n.p.) Grand Junction, CO (AACSB IC: Teaching; Presentation)
- Stone, K.B., (2014). Integration of Lean Concepts within Management Education. *Proceedings of the 2014 Engineering Lean Six Sigma Conference / Lean Educators Conference* (n.p.) Orlando, FL. Retrieved from: <http://www.xcdsystem.com/lss/proceedings/prof61.html> (AACSB IC: Teaching; Proceedings)
- Stone, K.B., Brown, L.M, & Smith, S. (2013). Organizational Assessment: An integrated qualitative and quantitative approach to defining the current state of organizational health. (February 13, 2103). *Proceedings of the Academy of Human Resource Development 2013 International Research Conference in the Americas* (n.p.) Washington, DC: AHRD. (AACSB IC: Applied; Proceedings)
- Stone, K.B. (2012). The Burke-Litwin organizational assessment survey: Reliability and Validity. (March 3, 2012). *Proceedings of the Academy of Human Resource Development 2012 International Research Conference in the Americas* (n.p.) Denver, CO: AHRD: 2384 – 2407 (AACSB IC: Discovery; Proceedings)
- Stone, K.B. (2011). The Burke-Litwin organizational assessment survey: Findings from the field. (October 10, 2011). *Proceedings of the 2011 Business and Leadership Symposium* (n.p.) Fort Hays State University: Hays, KS. (AACSB IC: Applied; Proceedings)
- Stone, K.B. (2011). Four Decades of Lean Literature: A Systematic Literature Review. *Proceedings of the 2011 Lean Educators Conference* (n.p.) University of Alabama Huntsville, Huntsville, AL. (AACSB IC: Applied; Proceedings)

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- Stone, K.B. (2011). Lean Transformation: Organizational Performance Factors that Influence Firms' Leanness. *Proceedings of the 2011 Lean Educators Conference* (n.p.) University of Alabama Huntsville, Huntsville, AL. (AACSB IC: Applied; Proceedings)
- Stone, K.B. & Chermack, T.J (2011). Relationships between organizational performance and change factors and manufacturing firms' leanness. *Proceedings of the Academy of Human Resource Development 2011 International Research Conference in the Americas* (n.p.) Schaumburg, IL: AHRD: 2634 – 2669. (AACSB IC: Applied; Proceedings)
- Stone K.B. (2010) Shifting the Status Quo: Change Facilitation Techniques. *Proceedings of the 2010 Lean Educators Conference* (n.p.) Embry-Riddle Aeronautical University, Daytona Beach, FL. (AACSB IC: Teaching; Proceedings)
- Stone, K. B. (2010). Lean Transformation: Organizational Performance and Change Factors Associated with Leanness. In Storberg-Walker, J., Graham, C.M., & Dirani, K.M. (Eds.) *Proceedings of the Academy of Human Resource Development 2010 International Research Conference in the Americas* (n.p.) Knoxville, TN: AHRD: 2588 – 2598. (AACSB IC: Applied; Proceedings)
- Stone, K. B. (2009). Lean Thinking: Origins, Principles and Implications for Human Resource Development. In Storberg-Walker, J. & Graham, C.M. (Eds.) *Proceedings of the Academy of Human Resource Development 2009 International Research Conference in the Americas* (n.p.) Arlington, VA: AHRD: 1289 – 1318. (AACSB IC: Applied; Proceedings)

OTHER PRESENTATIONS - INVITED

- Change Management*. (September 2022). CMU – Custodial Service Leader Training. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Change Management*. (August 2022) Food Bank of the Rockies; Leadership Training Session – Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Lean 101 Training*. (August 2022) FHE, Inc.; Supervisor Training Session – Fruita, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Change Management*. (June 2022) FHE, Inc.; Supervisor Training Session – Fruita, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Power and Politics in the Workplace*. (May 2022) Community Hospital; HR Department Training – Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Change Management*. (March 2022) Western Colorado Human Resources Association; Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)

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- Change Management.* (October 2021). City of Montrose; Montrose, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Change Management.* (September 2021). City of Montrose; Montrose, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Webinar – Change Management* (November 12, 2020). Colorado Mesa University Fall Colloquium; Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Keynote – Change Management.* (June 17, 2020). Western Colorado Human Resources Association; Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Webinar – Take MyLab Management to the Next Level.* (August 15, 2017). Pearson Publishers; Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Change Management.* (November 17, 2016). Government Finance Officers Association Conference; Grand Junction, CO. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Managing Multiple Generations within the workplace: Current Trends and Recent Research.* (October 18, 2011). Western Kansas Human Resource Management Association. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Working with different generations in the 21st Century.* (November 17, 2010). Kansas Marketplace Conference: Dodge City, KS. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Closing the Gap: Educational Requirements for the 21st Century Production Workforce* (November 10, 2009). ISTec (Information Science & Technology Center) Industrial Advisory Council. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Introduction To Lean Production* (March 30, 2009). Poudre School District – Rocky Mountain High School, Ft. Collins, CO for class Wired Project. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Staying Current in the Field of Adult Education and Training* (October 11, 2008). Colorado State University, Ft. Collins, CO for class ED4E692: Staying Current. Kyle B. Stone (AACSB IC: Teaching; Presentation)
- Introduction to Lean Thinking* (July 24, 2008). Regis University, Denver, Co. for class MSM651: Delivering Business Process Improvement. Kyle B. Stone (AACSB IC: Applied; Presentation)
- Introduction to Value Stream Mapping* (July 17, 2008). Regis University, Denver, Co. for class MSM651: Delivering Business Process Improvement. Kyle B. Stone (AACSB IC: Applied; Presentation)

TRAINING PROGRAM DEVELOPMENT

Stone, K.B. (March 2017). Leader as a Change Agent. Designed and Delivered, 3.5 hours GVLA Workshop (50 pages).

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Stone, K.B. (2016). Professional Development Workshop: People Styles at Work. Designed and Delivered, 2.0 hours Colorado Mesa University – Accounting and Financial Services Group (23 pages).

Stone, K.B. (2016). Organizational Development. Designed and Delivered, 3.5 hours GVLA Workshop (60 pages).

Stone, K.B. (2015). Leader as Change Agent. Designed and Delivered, 3.5 hours GVLA Workshop (52 pages).

Stone, K.B. (2015). Organization Development and Change. Designed and Delivered, 3.5 hours GVLA Workshop (65 pages).

Stone, K.B. (2011). Manager as Politician. Designed and Delivered, 4 hour MDC Workshop (40 pages).

Stone, K.B. (2010). Facilitating Change. Designed and Delivered, 4 hour MDC Workshop (77 pages)

Stone, K.B. (2010). Systematic Change. Designed and Delivered, 4 hour MDC Workshop (60 pages)

Stone, K.B. (2010). Manager as Change Agent. Designed and Delivered 4 hour MDC Workshop (34 pages).

Stone, K.B. (2007). Altec Production System, Level 2 Training Program: Applying the Altec Production System. Designed for Altec Industries (271 pages).

Stone, K.B. (2006). Altec Production System. Level 1 Training Program: Introduction to the Altec Production System. Designed for Altec Industries (86 pages).

HONORS AND DISTINCTIONS

Davis School of Business – Excellence in Teaching award	Spring 2022
Davis School of Business – Exemplary faculty award	Spring 2022
Distinguished Faculty Award – Nominated	Spring 2021
Davis School of Business – Exemplary faculty award	Spring 2019
Davis School of Business – Exemplary faculty award	Spring 2018
National Distance Education Week – Innovation Award	Fall 2016
Department of Business – Exemplary faculty award	Spring 2016
Excellent Performance Award	2014, 2015
September 2022	pg. 8

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Faculty Professional Development Grant	2014, 2015
Fellowship - Daniels Ethics Fund Initiative Grant	Spring 2015 – Current
ADHR Best Reviewer Award (Sage Publishing)	Winter 2014
• Advance in Human Resource Development (ADHR) Editorial Board	
Highly Commended Award (Emerald Publishing)	Fall 2013
• Four Decades of Lean: A Systematic Literature Review	
• International Journal of Lean Six Sigma	
Outstanding Scholarly Activity Award – Fort Hays State University	Fall 2012
• College of Business and Entrepreneurship	
Edmund Shearer Advising Award Nominee – Fort Hays State University	Fall 2012
• College of Business and Entrepreneurship	
Visiting Scholar – Fort Hays State University	Summer 2012
• Northwest Universities for Nationalities, Gansu, Lanzhou, China	
Summer Research Grant – Fort Hays State University	Summer 2012
• Funding to support on-going organizational research	

SERVICE – COLORADO MESA UNIVERSITY

Departmental Service

- Ethics Committee - member (2015)
- Accreditation Committee – member (2014 – Current)
- Continuous Improvement Committee (aka Assessment) Chair (2013 – 2019)
Member - Current
- MBA Committee – Chair (2013 – Current)
- SHRM Student Club – Co-Advisor (2014 - 2020)
- Search Committee – Various – Business (2015 - Current)
- BBA Program Review Committee – (2015)

University Service

- Graduate Curriculum Committee – member (2018 – Current)
- Distinguished Faculty Advisory Committee – Chair (2015 – 2018)
- HLC Committee – Criterion 5 (2015 - 2016)
- Teacher 2 Teacher Committee - member (2013 – 2016)

Professional / Academy Service

- Editorial Board – Advances in Human Resource Development (2012 – Current)
- Reviewer – Journal of Enterprise Transformation (2012 – Current)
- Reviewer – Organizational Development Journal (2015 – Current)

SERVICE – FORT HAYS STATE UNIVERSITY

- AACSB Steering Committee (2011 – 2012)

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- Ad Hoc Reviewer:
 - Academy of Human Resource Development Conference (2011, 2012)
 - Journal of Enterprise Transformation (2011)
 - Lean Educators Conference (2010, 2011)
- Assessment of Learning Committee (Co-Chair): (2010 – 2012)
- Assistant to the Dean for Assessment of Learning (2011 – 2012)
- EdNet – Lean Advancement Initiative: FHSU Coordinator, Conference planning committee (2009 – 2012)
- Mentor: Access to Academic Opportunity Grant student (2010 – 2012)
- National Survey of Student Engagement Task Force (NSSE) (2011-2012)
- Research Committee (Scholarship, Human Subjects, & Ethics): (2010 – 2012)
- Search Committee: Provost office – State Director for Kansas Small Business Development Center (2010 – 2011)
- Search Committee: HR Director – Fort Hays State University (2011-2012)
- Search Committee: Faculty – Strategy/International Business (2011-2012)
- Virtual College Advisory Board (2011-2012)

PROFESSIONAL ORGANIZATION MEMBERSHIPS

- Academy of Human Resource Development (AHRD) 2006 - 2014
- Academy of Management (AOM) 2008 - Current
- American Psychological Association (APA) 2014 - 2016
- American Society for Training and Development (ASTD) 2004 – Current
- International Society for Performance Improvement (ISPI) 2007 – 2013
- Society for Industrial and Organizational Psychology (SIOP) 2015 - 2020
- Society of Human Resource Management (SHRM) 2004 – Current
- Western Colorado Human Resource Association (WCHRA) 2014 - Current
- The Association for Operations Management (APICS) 2013 – 2014

GRADUATE ADVISEES (Ph.D)

Year: 2013 - 2014

University: University of Texas – Tyler (Dr. Jerry Gilley – Committee Chair)

Student: Gayle B. Wooten

Degree: Ph.D Human Resource Development

Title: Testing the relationships among transformational factors in a post secondary environment. <http://dspace.uttyler.edu/xmlui/handle/10950/213>

Method: Quantitative

INDUSTRY EXPERIENCE

KB Stone Consulting
Fruita, Colorado

4/2007 – Current

Owner

A triad of services offered through process consultation to assist with interventions in the area of Organizational Learning (training & workforce development, learning management systems), Organizational Performance (KPI's, ROI, strategy-making,

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process improvement), and Organizational Change (facilitation, OD assessment). Primary activities involved diagnosing organizational issues, identifying solutions, designing and implementing interventions, evaluate results, and long-term sustainability support. Consulting experience in manufacturing, engineering, telecommunications, SBIR, public schools, military, and healthcare.

Altec Industries - Puregas L.L.C.
Broomfield, Colorado
Operations Manager

11/2003 – 4/2007

Successfully transitioned acquisition of Puregas from competitor to *The Altec Way*. Responsible for the daily management of production, materials, quality control, manufacturing engineering, safety and value stream coordination. Established self-directed workforce within a visually controlled shop floor environment. Implemented Kanban for 75% of all production parts, increased inventory turns 50%, decreased lead-times 50%, increased productivity 34%. Implemented visual metrics measuring quality, productivity, warranty, workplace organization, and associate improvement initiatives. Developed and conducted training in the areas of Lean Manufacturing, Kanban implementation, cohesive team building, OSHA mandated safety training, Operational Method Sheets (work instructions), and supplier relations. Annual revenues were approximate \$15M with workforce of 55 people.

Altec Industries
Daleville, Virginia
Plant Manager

5/2001 – 11/2003

Greenfield start-up facility. Initial responsibilities were the project management of \$12M, 190,000 sq.ft. focus factory. Additional responsibilities were the procurement of equipment; hiring and training of skilled workforce; and commissioning of start-up operations. Manage daily production requirements, lead Kaizen events, address quality issues and provide root cause analysis, equipment procurement and maintenance, environmental compliance, lead weekly production meetings with all plant associates to address safety, quality, cost, delivery, labor relations, and weekly production schedules. Lead monthly safety training seminars and quality focus meeting in welding, electrical, hydraulic, wet paint, and final test. Present weekly reports to Director of Manufacturing summarizing total shipments, direct vs. indirect hours, budgets, and monthly targets. Perform interviewing and pre-employment training seminars for new associates. Annual revenues were approximately \$25M with a workforce of 75 people.

Altec Industries
St. Joseph, Missouri
Manufacturing Engineer

1/1998 – 5/2001

Core team member of Lean Manufacturing initiative leading Kaizen events for multiple manufacturing facilities. Trained by TBM Consulting and Simpler Consulting in the ways

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of Lean Thinking. Developed capital equipment budgets. Specified, purchased, installed and trained personnel on equipment consisting of laser cutting systems, welding equipment, bulk gas systems, powder coating and wet paint systems, horizontal machining centers, dielectric test equipment, air compressors, air purification systems, emergency power generators, weld smoke and dust collection systems, overhead crane systems, robotic welding systems, and air make-up heating systems. Responsible for presenting project justification to Vice President of Manufacturing and tracking cost savings from improvements implemented detailing productivity, square footage, throughput, Takt Time, quality, safety, and on-time delivery.

Altec Industries,
St. Joseph, Missouri

5/1997 – 1/1998

Production Supervisor

Managed daily production requirements for 25 associates in the prime paint line and increased throughput 50% within three months. Other special projects included modernization of steel pretreatment system and process improvements in the Final Assembly Paint booths that reduced cure time by 50%. Reduced weld smoke throughout fabrication plant by installing weld fume collection systems improving work environment for associates.

Altec Industries
St. Joseph, Missouri

10/1996 – 5/1997

Associate Engineer

Provided technical support to the Canadian Divisions of Altec for all equipment manufactured at the St. Joseph, Missouri, facility. Received certification for Fluid Power Society (FPS) Mobile Mechanic and Hydraulic Technician and assisted with training other associates in FPS certification. Developed Altec's Mobile Mechanic training brochure that was used to promote FPS training throughout the industry.

Tom Miller, Inc. (TMI)
Division of Flair Air Systems
Holly, Michigan

10/1994 – 10/1996

Project Engineer

Designed HVAC systems primarily for the automotive paint finishing industry which includes engineering of direct gas fired burners, cooling coils, reheat coils, humidification, filtration, and blowers. Provided engineering submittal drawings and assist the job throughout all stages of manufacturing and commissioning of equipment. Performed research and development on TMI's patented Target Air humidification system.

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Pneumatic Products Corporation
Division of Flair Air Systems
Brighton, Michigan
Field Service Manager

11/1992 – 10/1994

Established factory direct Authorized Service Center for Pneumatic Products Corporation compressed air purification equipment and Flair Environmental solvent recovery systems. Concentrated on expanding service statewide for existing and competitive equipment.

The Condit Company
Memphis, Tennessee
Field Service Manager / Technician

6/1992 – 11/1992

Established Authorized Service Center for Pneumatic Products Corporation desiccant air dryers which included field service on equipment, upgrading equipment, training seminars, preventative maintenance programs, service contracts, and assisted the customer with the management of current air systems for instrument air, process air, pharmaceutical air and utility air.

The Condit Company
Kansas City, Missouri
Application Engineer

8/1990 – 6/1992

Provided engineers estimates and quotes in accordance with customer requirements for packaged vacuum pump systems, process pump systems, and desiccant air dryers for compressed air systems. Established Authorized Service Center for Pneumatic Products Corporation.

CONSULTING EXPERIENCE

Company	Location	Services Provided	Date
FHE, Inc.	Fruita, CO	Change Management and Lean Consulting	June 2022 – Ongoing
Triad EAP	Grand Junction, CO	Assist with Organizational Development at Eagle County School District	February 2022 – April 2022
City of Montrose	Montrose, CO	Workshop: Change Management	October 2021
City of Montrose	Montrose, CO	Workshop: Change Management	Sept. 2021
Grand Junction Housing Authority	Grand Junction, CO	Process Analysis and Process Improvement	June 2019 – December 2019

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Company	Location	Services Provided	Date
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Change Management	March 2019
Colorado Mesa University	Grand Junction, CO	Professional Development Workshop: People Styles at Work	September 2018
Western Filament, Inc.	Grand Junction, CO	Lean Implementation – Process Improvement	May 2018 - Ongoing
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Organizational Development	March 2018
Pearson	Livonia, MI	Updated Mini-simulations	November 2017
Pearson	Livonia, MI	Developed Team Mini-simulations	June 2017
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Organizational Development	March 2017
Colorado Mesa University	Grand Junction, CO	Professional Development Workshop: People Styles at Work	June 2016
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Organizational Development	March 2016
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Leader As Change Agent	March 2015
Grand Valley Leadership Academy	Grand Junction, CO	Workshop: Organization Development and Change	March 2015
Cross Manufacturing	Lewis, KS	Value Stream Mapping Event	April 2013
Kansas Small Business Development Network	Topeka, KS	Workshop: Consulting Best Practices	April 2013
EngeryNET	Hays, KS	Strategic Planning, quarterly and annual reports associated with Workforce Solutions Fund Grant	February 2011 – March 2013
Boot Hill Casino and Resort	Dodge City, KS	Workshop: Leader Development	March 2013
Boot Hill Casino and Resort	Dodge City, KS	Workshop: Five Dysfunctions of a Team	February 2013

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Company	Location	Services Provided	Date
Boot Hill Casino and Resort	Dodge City, KS	Workshop: Supervising with Confidence	October 2102
Boot Hill Casino and Resort	Dodge City, KS	Workshop: Supervising with Confidence	September 2102
Hays Medical Center – Critical Access Hospital Leadership Symposium	Hays, KS	Workshop: People Styles at Work	September 2012
Kansas Small Business Development Network	Topeka, KS	Workshop: Facilitating Change	April 2012
Sunflower Electric Power Corporation	Hays, KS	Organizational-Wide Survey and Assessment	October 2011 – March 2012
Kansas Small Business Development Network	Topeka, KS	Workshop: Communication and Managing Change	October 2011
Poudre School District – Rocky Mountain High School	Ft. Collins, CO	Wired – Introduction to Lean Production	March 2009
Altec Industries	St. Joseph, MO	Engineering Value Stream Mapping Event	May 2008
Colorado State University	Fr. Collins, CO	Research and Development Center – Statistical Analysis	February 2008
Altec Industries	Roanoke, VA	Lean Summit – APS Level 2 Launch	January 2008
Altec Industries	St. Joseph, MO	Engineering 5's Event, Visual Management Board	July 2007
Altec Industries	St. Joseph, MO	Engineering 5's Event	June 2007
Altec Industries	Raleigh, NC	Value Stream Mapping Event	April 2007

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COMMUNITY SERVICE

Kids Aid: Backpack Program Grand Junction, CO (4 hours)	2018, 2019
Habitat For Humanity Grand Junction, CO General Labor (4 hours)	October 2018
Grand Mesa Nordic Council Mesa, CO Race Director – GMN Loppet (20+ hours)	February 2016
Grand Valley Trail Alliance Fruita, Colorado Trail Work – McInnis Canyon (4 hours)	October 24, 2015
Grand Mesa Nordic Council Mesa, CO Race Director – GMN Loppet (20+ hours)	March 2015
Hays Paint-A-Thon Painter (6 hours)	September 27, 2011
Hays Rotary Club – Hays, KS Rotarian (15 hours)	November 2010 – August 2011
Outreach United Resource Center, Inc. Longmont, Colorado Warming Center (50 hours)	November 2008 – April 2010
Habitat for Humanity Longmont, Colorado General Labor (40 hours)	October 2007 – April 2008
Life Bridge Christian Church Longmont, Colorado Lighting Technician (100 hours)	July 2005 – Sept 2006
Dearborn Volunteer Fire Department Dearborn, Missouri Firefighter / 1st Responder (600 Hours)	Jan. 1997 - Jan. 2001
Skaith Elementary School St. Joseph, Missouri Mentor for at-risk children (126 hours)	Aug. 1998 - May 2000