

Jerome (J.) Revier

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Professional Profile

I am an insightful manufacturing leader who has repeatedly implemented cultural and systemic changes. Throughout my career, I have led multiple cross-functional manufacturing teams to successfully achieve annual corporate objectives. My unique combination of engineering and managerial skills allows me to communicate effectively throughout all levels and functions of an organization.

One of my key strengths is infusing structure and accountability into organizations that have had substandard systems, and then use the enhanced systems as a foundation for additional improvement. Using Lean Manufacturing methodologies, I improve processes to reduce costs of inventory, quality, labor, and safety. I create and execute annual and quarterly plans for labor, expenditures, and capital investment to adjust to market conditions and meet established KPI's.

My leadership style is open, inclusive, and improvement centered. I challenge my teams to have fresh thinking, to strive for personal growth, and to achieve improved results. Using accountability through metrics, my teams identify and address issues quickly and effectively. I continually heighten team member's contribution by providing them with personalized coaching and developmental opportunities. Communication that is clear and honest has been a key to my success.

My manufacturing systems knowledge, strong interpersonal skills, and process improvement experience, positions me well to lead teams to increased performance levels. I have a proven ability to stabilize operations, and to identify and implement systems and processes, aimed at continuous improvement.

Professional Career Experience

Truth Hardware Corporation, Owatonna, MN

1991 to 2011

A wholly owned subsidiary of Melrose PLC, which is a \$2.2B company headquartered in the UK. Industry leader in the design and manufacture of locking and operating systems for doors and windows. Employs approximately 900 people.

Value Stream Manager (2007 – 2011)

Promoted to this position to manage assembly of corporation's premier products; including leading the supervision of production, production planning, manufacturing engineering, quality, and purchasing while utilizing automated, semi-automated, and manual assembly machinery to provide a constant flow of products to customers. Reported directly to the Vice President of Operations. Responsible for the direct supervision for 10 and indirectly supervised 120 employees over 3 shifts.

- Created and executed action plans, including equipment, staffing, and tooling, to achieve a 20% annual unit sales growth.
- Reduced scrap by 30% annually by process analysis and improvement.
- Championed process improvement projects: Consolidated proprietary product line operations into a dedicated single assembly line increasing efficiency by 300%; Without jeopardizing safety or output, reduced labor required on a significant production line, saving 15% annually; By instituting thorough work instructions for general product lines, increased output by 15%.

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Coatings Production Manager (2001 – 2007)

Promoted to this position to manage the day-to-day operations of the coatings facility, which provided high quality finishes, applied by automated finishing equipment, to window hardware components and contract finishing products. Reported directly to the Manufacturing Manager. Responsible for direct supervision of 120 employees over 3 shifts, 7 of which represented production planning, manufacturing engineering, warehouse, and purchasing functions.

- Reduced set-up times in coating operations by 70% using SMED techniques.
- Developed and implemented an on-boarding training program that improved employee retention by 25%.
- Facilitated 20 Kaizen events to improve safety, productivity and quality.

Manufacturing Engineer (1991-2001)

Provided engineering expertise to the design, manufacturing and implementation of coating processes. Directly supervised 2 to 5 person teams, consisting of manufacturing engineering, production planning, and purchasing, which provided support functions to the coatings department. Key responsibilities included cost estimating, tooling design and acquisition, process design, manufacturing system maintenance, purchasing, and production planning. Reported directly to the Plant Manager.

- Coordinated a 250% growth in contract coating services over a 7-year period.
- Implemented ISO 9001 quality standards, achieved ISO 9001 registration.
- Managed capital projects of \$500K and above.

Education

Bachelor of Science Mechanical Engineering (BSME), U of M, Minneapolis, MN 1991
Emphasis in Industrial Engineering

Certifications and Professional Development

- Lean Enterprise Certificate Program, Minnesota Technology, Inc. 2007
- FKI Executive Development Programme, Ashridge Business School/ Babson College 2006
- Leadership Owatonna Community Leadership Development Program 2004
- Inventory Management, Just In Time, Master Production Scheduling, 1997
Material Requirements Planning, and Systems and Technologies,
American Production and Inventory Control Society (APICS)
- ISO 9000 Implementation, Preparation of Quality Documentation, 1993
and Quality Systems Auditing, Handley Walker

Community Involvement

Associated Church Men's Ministry – Chair
Associated Church Congregational Life Ministry Team – Chair
Boy Scouts of America – Den Leader