**GARY C. MICHEAU**

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**Professional Summary**

***Comprehensive Knowledge and Business Vision In:***

**Operations Management – Six Sigma – Lean Manufacturing – Strategic Planning Process Optimization – P&L Accountability – Union/Non-union Labor Relations Contract Interpretation/Negotiation –Training & Development – Organizational Restructuring – Project Management**

**Career History and Select Achievements**

**Oregon State University**, Corvallis OR

**Instructor College of Business** (2013- Present)

Instructor and course coordinator for Operations Management and instructor for Process Management with approximately 220 students per term between the two subjects. Presentation of the subject material using extensive use of personal experience-based examples from my 40 year business career. Mentor for Honors College student thesis. Faculty advisor for the Phi Kappa Psi fraternity. Professional Development Coordinator for Supply Chain and Logistics Management.

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**White’s Electronics**, Sweet Home, OR

White’s is an international manufacturer and distributer of metal detecting products with manufacturing facilities in Oregon and the United Kingdom.

 **Chief Executive Officer** (2014 – 2016)

 **Product Development Manager** (2013 – 2014)

Introduced 5 new products to the marketplace by revitalizing engineering and operations. Transformed marketing and distribution from a traditional system to on-line and social media based reducing costs and expanding market coverage and sales. Developed market partnerships with big box stores such as Cabela’s. Expanded international markets in South America and Africa. Position the company for acquisition by an international partnership.

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**ATI WAH CHANG**, Albany, OR

ATI Wah Chang is a manufacturer of reactive metals and products for the worldwide energy, aerospace, medical, and chemical markets with operations in generating $400M in annual sales revenues.

**Vice President of Operations** (2008 - 2013)

**Fabrication Division Director** (2007 - 2008)

Transformed five operating divisions into lean focused organizations resulting in safety, delivery, quality and cost reduction performance reaching all-time records. Established a management development and communications process ensuring that the management teams were all speaking the same language and understood the direction and performance required to strategically grow the business over the next five years and beyond. Selected and trained a group of continuous improvement engineers focused on assisting the operating divisions as well as critical support organizations to achieve breakthrough results using lean and six sigma. This group became the development pool for manager promotions.

* 54% reduction in Safety OSHA Recordable Rate
* 95% on-time, a 15% improvement over previous performance
* 20% reduction in cycle time with associated inventory reduction
* $9M in annual cost reduction year over year

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**MOSS ADAMS LLP**, Spokane, WA

*Moss Adams is an accounting and consulting firm comprised of 21 offices across the West, generating approximately $500M in annual sales revenues.*

**Senior Operations Consultant** (2004-2007)

Provided operational consulting services to manufacturing and distribution clients. Projects ranged from the implementation of lean manufacturing applications, selection and implementation of Enterprise Resource Planning (ERP) systems, design of warehouse layout, supply chain management, and preparation for ISO certification. Provided assistance to clients in all facets of human resource initiatives, including recruiting talent, organizational restructuring, and labor negotiations. Built and managed teams of subcontractors and support staff according to project scope. Personally, managed consulting engagements, marketing, sales planning, and execution of projects.

* Increased consulting revenue by 50% to $1.2M
* Analyzed operations and eliminated the need for a $12M capital improvement project.
* Reduced material spending by 12% through a procurement assessment analysis.
* Conducted organizational assessments revitalizing the scheduling and management structure that led to a reduction in labor costs of 22 hours per unit while improving on time delivery performance by 10%.

**KAISER ALUMINUM CORPORATION**, Foothills Ranch, CA

*Kaiser’s principal activities are manufacturing fabricated and engineered aluminum products for the aerospace, transportation and industrial general engineering markets world-wide. The company generated $1.3B in annual sales revenue.*

**Plant manager – Bellwood Extrusion** *(Richmond, VA; 2003 -2004)*

**Plant Manager – Oxnard Forgings** *(Oxnard, CA 2002)*

**Plant Manager – Trentwood Casting & Hot Rolling** *(Spokane, WA 2000 – 2002)*

**Manager Casting Operations** *(Spokane, WA 1997 – 2000)*

**Fabricated Products Division Humana Resource Manager** *(Spokane, WA 1993 – 1997)*

Focused on meeting or surpassing specified safety, cost reduction objectives, quality and process improvements, delivery performance, and product development goals. Directly responsible for overall plant operations that averaged 150 to 600 employees per facility. Manufacturing operations varied from aluminum sheet and plate production to hydraulic and hand forged aluminum parts to extruded tubing, bars and shapes. Played a leading role in labor negotiations, management training and development, introduction of lean manufacturing and six sigma and the development of an overall maintenance system.

***Operations:***

* Increased Bellwood press efficiencies and increased yield using “right first-time recipe” process controls to achieve 95% on time delivery, reducing lead times by 33%, and improving overall financial performance by $750K per month.
* Spearheaded the closure and sale of the Oxnard Forgings plant, negotiating shutdown agreements with the labor union, seamlessly transitioned customer accounts to the buyers without any disruption of deliveries, personally ensured the outplacement of the entire salaried workforce, and maintained plant performance at pre-sale levels until the date of shutdown.
* Re-integrated Trentwood returning employees into a 24/7 operation following a two-year labor dispute. At the same time increased plant capacity allowing greater market share penetration by using lean manufacturing to reduce product cycle time by seven days with a 10% yield improvement.
* Improved casting operations despite labor transitions; productivity increased by 34%, capacity improved by 30%, and energy consumption was reduced by 15% per unit.

***Human Resources:***

* Lead a team of 20 human resource professionals in improving staffing, recruitment, training and development, compensation and benefits, and labor relations across multiple locations.
* Designed and conducted management development as well as lean manufacturing training across all management levels.
* Negotiated a $25M annual cost savings agreement with the USW that protected 1,200 jobs.
* Provided HR due diligence support for European and South American acquisition projects and provided HR support to an Asian joint venture.
* Negotiated the resolution of a labor dispute involving five master contract plants.

**Education:** M.S., Human Resource Management, Gonzaga University, Spokane, WA

 M.S., Education, University of Southern California, Los Angeles, CA

 B.S., United States Military Academy, West Point, NY

**Adjunct Professor:** Gonzaga University School of Business – MBA Program

**Certifications:**  Senior Professional Human Resource

**Military:** United States Army, Military Intelligence, Captain