

JONATHON F. HARTFORD, MBA

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CHIEF EXECUTIVE OFFICER ~ MANAGING DIRECTOR ~ EXECUTIVE VICE PRESIDENT

Dynamic, seasoned senior executive with a national reputation for implementing large-scale change strategies to increase efficiency, revenue and profits

- *Strategic Planning*
- *Revenue Enhancement*
- *Large-Scale Organizational Change*
- *Infrastructure Development*
- *Process Engineering*
- *Executive Training*
- *Mergers, Partnerships and Acquisitions*
- *Emerging and Advanced Technologies*
- *Consultancy Expertise*
- *Corporate Development and Leadership*

❧❧❧ CAREER HIGHLIGHTS ❧❧❧

Transformed a marginal business unit into a top performer reaching \$55 M in sales with a profit margin of 13% in a period of 28 months. Regained market share and instituted effective cost-reduction strategies.

Merged 3 newly acquired companies into a single division that out-performed competitors, captured strategic markets and utilized streamlined production processes.

Restored forward momentum to a struggling \$20 M division by repositioning products and services into more profitable markets.

LARGE-SCALE ORGANIZATIONAL CHANGE

- Designed and implemented a firm-wide quality improvement program that enhanced production by 17% and reduced materials waste by 22%.
- Team leader for internal task force that instituted vertical supply lines at Charles Dobb & Associates with a resulting 21% decrease in manufacturing costs after 18 months.
- Presented a series of multi-media workshops to middle and senior managers to improve internal communication and streamline decision pathways and timelines.

REVENUE ENHANCEMENT

- Expertise in identifying new markets and re-positioning products and services to capture them. Creative re-positioning increased sales by 23% for a \$10 M division with no R & D investment.
- Used alternative pricing plans to increase profits for Allen and Wales division by 14% in 13 months by precisely targeting decision-makers.
- Highly adept at identifying acquisitions that fit well and fill a niche within an existing business structure. Championed the merger of Barnett Hydro with Allen and Wales that increased before-tax profit from 3% to 14%.

EMPLOYMENT HISTORY

ALLEN AND WALES	MBA Rotational Training Program, 1989 – 1991 Manager, Allerton Business Unit, 1991 – 1993 Division Manager, Convex Hydro Group, 1993 - 1996 Vice President of Operations, Convex Hydro Group, 1996 – 2000
UNITED QUATTRO	President and CEO, 2000 – 2004
DYNAFORCE LTD.	President and CEO, 2005 – 2008
ROLAND INDUSTRIES	Managing Director 2008 - Present

EDUCATION / CERTIFICATIONS

Masters Degree in Business Administration, University of Southern California, 1988. Emphasis in Organizational Development and Quantitative Method.

Bachelor of Arts, Occidental College, 1984. Majored in Economics.

Corporate Leadership Program, RMI University, 1991.