

TIM OVERTON

4684 Meadow Ridge Drive • Tupelo, Mississippi 38801
662-791-1095 • toverton99@yahoo.com

MANUFACTURING EXECUTIVE

Highly accomplished management executive combines Master's degree in Business Administration and MS in Operations Management with proven operations analysis skills to devise and execute strategies to streamline operations, ensure strict adherence to industry-specific guidelines, and drive profitability. Proficient in developing overall strategic direction, design marketing plans, cost-effective business/operations assessments; adept at creating and implementing innovative solutions and simulations to maximize growth potential. Talented servant-minded team leader with strong commitment to exceed customer expectations while ensuring professional development of team members.

Marketing Plan Development - Financial Modeling - Profit Analysis
Inventory Management & Design - Quality Metrics Team Leadership - Strategic Planning - Training & Development – R&D - Quality Audits - Cost Analysis
Operational Streamlining - ISO Standards Compliance - Solutions Implementation - Operations Analysis

PROFESSIONAL EXPERIENCE

T&L SPECIALTY COMPANY, INC., Tupelo, Mississippi - 1992-Present

Global firm earning \$4M annually supplying industrial metalworking chemicals to the southern United States, Mexico, China and India.

President (July 2014-Present)

Overall leadership responsibility for T&L Specialty operations. Responsibilities include defining key personnel requirements, selecting, and training those key personnel, leading strategy team to define strategic objectives and ensuring daily operations reflect those objectives, calling on key customer accounts to maintain and build those relationships, regular one-on-one (O3) meetings with key personnel on a bi-weekly basis, monitoring profitability to ensure the organization is meeting profit objectives, and driving the organizational culture to reflect the Vision, Mission, and Core Values as defined by the Strategic Team.

- Gross Margin increase of 31% from 2014-2016
- 86% increase in profitability from 2014-2016
- Annual responsibility for Marketing Plan development. Tactics based on philosophy of defining Overt Benefit, Real Reason to Believe, and Dramatic Difference for all products, services, and organizational culture.
- Implemented sales management tools to track and monitor sales success. Includes redefinition of sales compensation through combined salary, commission, bonus structure, sales goal planning on an individual basis driven by corporate objectives, setup a metrics-based performance improvement program to improve focus on sales building activities, implemented CRM software to better track and monitor sales opportunities, implemented a process-based approach for sales performance improvement that follows a clearly defined process from lead generation to sales closure.
- Changed sales philosophy to Value-Based selling techniques
- Lead the implementation of Personal Development Plan deployment for all employees.
- Improved strategic planning structure and review system.
- Lead new business software roll out
- Leading plan to implement a metrics-based improvement program for the entire organization using Key Performance Indicators (KPIs) defined through our strategic planning process that are driven throughout the organization.

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Vice President of Finance and Operations & MIS Director (1997-July 2014)

Overall management and leadership to guide daily manufacturing operations such as chemical production, employee scheduling, order shipment & management, inventory, and quality control. Conduct comprehensive analysis each week to determine profit & loss as well as to assess employee performance and customer satisfaction. Lead several lean implementation projects and provide continuous suggestions for process improvement. Maintain company website; ensure information is current and easily accessed by existing and potential clients.

- Continuous analysis of strategic planning operation. Led to 67% increase in sales with approx 400% increase in profits from 2010-2012.
- Managed operations using lean production methodologies resulting in cost reductions of 30% while meeting automotive customer demands on a daily basis.
- Led project team to implement online monitoring and control of pump systems for chemical operations
- Restructured reporting system leading to 150% increase in production and ISO9001:2008 certification.
- Led team to develop and implement comprehensive intranet system to simplify communication across departments and to allow information sharing of quality evaluation documents.
- Researched and implemented cash forecasting solution to generate 398% increase in cash balances over 3 years.
- Decreased inventory of raw materials by 50% by developing combination EOQ and Kanban simulation to determine optimal levels while meeting customer demand. Developed innovative inventory control system to reduce inventory days by 38% within 1 year time frame.
- Performed pricing audit and developed standardized pricing structure to improve client experience and streamline processes.
- Wrote and instituted standard operating procedures to guarantee consistent product development and compliance using SPC, Pareto, and Six Sigma guidelines.
- Installed industry-specific software packages and directed employee technical training programs.

Laboratory Technician & Regulatory Manager (1992-1997)

Led employees and production in Flame Atomic Absorption (FAA) unit to include reporting heavy metal content on waste water & other waste streams and performing extensive analysis of wet-chemistry operations & processes. Implemented several quality control procedures for FAA Unit in adherence with all SW-846 guidelines. Collaborated with team members to devise and implement SPC methodology to produce standardized formula of chemicals to provide consistent product to clients.

- Conducted research and development (R&D) on existing products to evaluate business goals and production against competitor's market.
- Delivered innovative laboratory quality plan to outline procedures & performance of FAA unit that was fully compliant with EPA methods for water and waste.
- Devised and implemented material safety data sheets (MSDS) to ensure employee safety and adherence to mandatory OSHA, DOT, and EPA guidelines.
- Trained employees on DOT safety and proper methodologies using efficient, successful methods.

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ADDITIONAL EXPERIENCE

MATHNASIUM OF TUPELO, Tupelo, Mississippi (2006-2009)

President

Launched and directed math tutoring services for 52 students in grades 2–12. Monitor and evaluate student progress, mitigate personnel issues, oversee financial statements, and conduct strategic marketing campaigns.

UNIVERSITY OF PHOENIX, Phoenix, Arizona (2005-2010)

Online Instructor

Direct graduate-level courses in finance, accounting, operations, and strategy. Participate in online newsgroups, post relevant articles, create homework & projects, and assign grades to students. Participate in course design and development projects.

MISSISSIPPI QUALITY AWARD BOARD OF EXAMINERS, Tupelo, Mississippi (2003, 2005)

Quality Auditor

Served as a Quality Auditor for the MQA. Participated on team analyzing candidates for the MS Quality Awards using the Malcolm Baldrige Criteria (MBNQA). Consisted of writing assessment reports of the application using the MBNQA Criteria and a 3-day site visit confirming the application, making my recommendation of the organization's award based on performance and results.

EDUCATION

Master of Science in Operations Management

University of Alabama, Tuscaloosa, Alabama

Master of Business Administration

Bachelor of Business Administration

University of Mississippi, Oxford, Mississippi

CERTIFICATIONS

Lean Production Certified ~ ISO9001 Certified

PROFESSIONAL MEMBERSHIPS

American Society of Quality (ASQ) ~ The Association for Operations Management (APICS)

Institute for Operations Research and the Management Sciences (INFORMS)

Institute of Management Accountants (IMA) ~ American Management Association (AMA)

Technical Proficiencies: Minitab ~ Microsoft Office / Publisher / Visio ~ Crystal Reports
FileMaker Pro ~ QuickBooks ~ Simul8 ~ JMP ~ Sage PFW ~ Visual Basic ~ Java ~ Quickbooks Enterprise ~
Formulator ~ Job Boss Software