

SIMON R. MARIA

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GLOBAL STRATEGY ~ ENTERPRISE VALUE STREAMS ~ SR. ENGINEERING MANAGER

Results oriented leader with progressively responsible experience throughout a 12-year career. Proven accomplishments in the productive leadership over product research and validation testing encompassing test system development, project management, value stream improvements, and globalization. Combine technical skills and strong functional expertise with operating and strategic business leadership skills to consistently manage worldwide operations to improve delivery and quality while reducing costs. Respected for a wide range of accomplishments and contributions to both the corporation and the community. A solid sense of integrity with a passion for excellence.

PROFESSIONAL EXPERIENCE

DELPHI CORPORATION – Warren, OH.

1996 to Present

5-Years as Contract

Distinguished and progressive management career with this Fortune 100 global leader in mobile electronics and transportation components and systems technology. Delivered strong and sustainable results in operational performance and implementation of global strategies. Steered North American business operations through four major reorganizations in five years without disruption of performance and delivery to customers. Led cross-functional teams in business growth in Asia Pacific

Manager, Test Engineering, Engineering Value Stream, Facilities, Cable & Materials Engineering

Appointed to expatriate assignment based in Shanghai, China since November, 2005 to develop and implement core validation test strategy for wholly owned and joint venture operations in Asia Pacific. Also assigned as regional Lean Manager for engineering to drive enterprise wide improvements in engineering and cross functional value streams. Appointed Facilities Engineering Manager to oversee the layout and design of AP Headquarters expansion.

- Spearheaded lean deployment in the “Develop Product and Processes” enterprise value stream which led to more than 70% of the twenty-two engineering processes delivering a total of more than 2-months reduction in product development cycle.
- Led cross-functional team in the design and layout of \$2.5M USD facility expansion of AP Headquarters doubling both floorspace and staff seating to 17,000 m² and 1000 seats respectively.
- Directed the startup of test laboratory in Shanghai by securing \$5M USD in capital and delivering the second highest test output volume globally with 70% equipment utilization within first 24-months.
- Saved \$225k in capital investment USD by transferring \$1M USD of underutilized resources from high cost centers in Japan, Singapore, and U.S. to China.
- Improved on-time delivery of test reports from 33% to 100% by reducing report approval process cycle time from 22 days to 1 days in six-months by applying lean principles and implementing electronic approval process.
- Provided technical leadership in the development and deployment of IT systems to automate and standardize set-up and operation of equipment, data collection, and report generation which continues to deliver near 100% FTQ.
- One of four employees worldwide to be given the 2008 Lean Leadership Award

- Executed staffing strategy to hire Chinese nationals and led training at global test centers in Europe and U.S. to develop competency for global OEM requirements ... only lost 1 out of 14 employees in 24-months to attrition.
- Key member of global horizontal team for product and process development ... team recently received top recognition out of nearly 40 global engineering teams.

Laboratory Operations Manager, Global Test Engineering

Steer worldwide test operations for Packard Electric Division and direct annual \$10 million North American center of expertise Test Engineering business in Warren, OH. Oversee day-to-day operations and manage a 100+ staff. Scope of responsibilities include global strategic planning, operations and value stream management, organizational staffing strategies, and technology innovation.

- Reorganized 85% of test operations by replacing over 60 contract workers with excess hourly plant employees over a 6-month period resulting in more than a \$3M USD savings to the bottom line while delivering to performance targets.
- Led the integration of Wuppertal, Germany and Krakow, Poland into a global test and project management system resulting in a 150k € savings 6-months after implementation.
- Implemented global strategy for testing of flagship products resulting in the elimination of 1.5M € in capital investment of specialized test equipment in Europe.
- Key member in developing policy to receive independent national accreditation and certification to ISO17025 which generated more than \$2M in outside revenue.
- Appointed as value stream manager for Test Engineering and Advanced Product Development generating near \$1M in savings while improving process delivery times by 50% on average.
- Led Validation Value Stream Improvement Team that was the first non-manufacturing team to receive the Global Manufacturing Lean Implementation Award.
- Recipient of Excellence Award for contributions in Operational Innovation and Continuous Improvement.
- Provided key leadership in facility layout and design to transition lab into a \$25M USD world-class technical center with 100,000 ft² of floorspace.
- As contract lab manager was responsible for all aspects of operations with up to 95 contract employees

Group Manager/Leader, Test Operations

Plan and direct major test programs for specific product test operations and automotive OEMs consisting of more than 2000 test requests annually. Select, staff, and schedule laboratory resources to meet program-timing requirements while providing technical leadership and engineering consultation to customers.

- Directed operations staff of 35 personnel, consisting of supervisors, engineers, technicians, and administrators.
- Implemented project management methodologies, which led to a 30% reduction in flagship product test process cycle time in first year of responsibility.

- Maintained the lowest group turnover rate (<10%) in an insecure contract workforce environment by building highly motivated and empowered teams.
- Continually led teams to meet or exceed key operational performance metrics for delivery, quality, and cost.
- Delegated to lead staffing and selection team on interviews at local universities and technical schools.
- Key member of management team which implemented a web-based project management and electronic test report retrieval system saving more than \$20k annually in paper and microfiche expenses.
- Recognized by local technical school for industry leadership and served as member of advisory board.
- Guest speaker at Youngstown State University's Williamson College of Business Administration Annual Symposium: Topic – Evaluating Emerging Markets using the Analytical Hierarchical Process.

Development Engineer, Test System Development

Plan and implement innovative test solutions to improve accuracy and efficiency of major test programs. Evaluate and select test measurement equipment, develop software for integrated control, data acquisition, and reporting. Train technical teams on appropriate test methods.

- Implemented two major test systems in first year resulting in more than \$50k of cost savings while reducing headcount requirements forecast to zero.
- Selected out of an organization of 60 people to report project accomplishments at bi-annual Advanced Engineering Update Meeting.
- Recognized for integrating cutting-edge solutions to test software and user interfaces, which improved accuracy of test results and reduced training time.

EDUCATIONAL ACHIEVEMENTS & PROFESSIONAL DEVELOPMENT

MBA, Youngstown State University, August 2000

BSEE, University of Akron, December 1993

Certified Six Sigma Black Belt

Leadership for Excellence

Managing and Controlling Projects with Primavera Project Planner (P3)

Conversational Spanish and Basic Mandarin