

WILLIAM A. SOEBECK, MBA

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VP of Operations ~ EXECUTIVE MANAGEMENT ~ Operations Management

Results-driven professional with expertise managing and impacting operations, growth and company direction.

Analytical and high-performance operations professional with a proven record of accomplishment of building and leading cross-functional teams of professionals to new levels of success. Strong operations and business acumen with over 20 years of expertise in strategic business planning, organizational leadership, financial management, sales management, and operational management strategies. Proven ability to successfully lead operations and strategic direction through the analysis of critical business requirements, identifying deficiencies and developing both innovative and cost-effective solutions for enhancing competitiveness, spearheading growth, and increasing revenue. Adept in overcoming complex business challenges and making high stakes decisions using experienced backed judgment and impeccable integrity.

CORE COMPETENCIES

- Organizational Optimization
- Production Operations
- Project Management
- Strategic Planning
- Operations Management
- Finance & P&L Management
- Contracts & Negotiations
- Human Resources & Payroll
- Team Building & Development
- Performance Improvement
- Cost Analysis & Reduction
- Revenue Growth/Enhancement

PROFESSIONAL EXPERIENCE

Coax Communications Southern, VA 2008 - 2011
OPERATIONS MANAGER

Managed and oversaw all aspects of operations, initiatives and goals for a multi-shift Press Operations Department consisting on over 100 employees.

- Devised and implemented continuous manufacturing improvements and strategies to capture cost reductions that improved overall quality and the delivery of strong revenue gains.
- Tracked and monitored monthly budget expenditures, as well as directed all budget planning and forecasting.

Accomplishments

- Championed the reduction in overtime payroll expenses by 50% in the second quarter of 2009 through effective employee scheduling and planning.
- Transformed and rebuilt an underperforming management team that significantly improved departmental goal and objective achievements.
- Strategically conceived and implemented the "Star Employee of the Month" award program that recognizes employees who go above and beyond the call of duty; productivity and morale increased as a result.

The Skyway Miami, FL 2004 - 2007
VICE PRESIDENT OF OPERATIONS

Drove the management, development and administration of daily goals and initiatives for a multi-shift Operations Department consisting of over 250 staff members company-wide.

- Formulated and executed annual operating budgets; executed budget forecasting, and tracked budget expenditures on a daily/weekly/monthly basis; spearheaded the contract, procurement and vendor selection processes.
- Assumed responsibility for full P&L management functions and accountability.
- Directed the implementation of all employee recruitment, training and development functions.

Accomplishments

- Reduced distribution department overtime by 64% through the elimination of temporary agency employees through hiring, training, and increased starting hourly wages for part-time employees.
- Successfully managed over \$3M in capital dollars for fiscal years 2005 and 2006.
- Decreased operational waste by 12% for an annual cost savings of over \$250K.

Reliable Management & Imaging Services, Inc
OPERATIONS MANAGER

Washington, DC

2003 - 2004

Engineered and oversaw the day-to-day activities and workflow of the multi-shift operations department consisting of 60 employees. Formulated employee work schedules; recruited, trained and developed employees; tracked budget expenditures.

- Led the strategic management and oversight of the company's operational infrastructure to include hiring, training, and operational and workforce optimization efforts resulting in streamlined operations, reduced operating costs, and the achievement of customer satisfaction.

Accomplishments

- Reduced operating expenses by 25% by persuading employees to use best practice methodologies, implementing employee cross-training, and eliminating various outsourcing functions such as equipment repairs.
- Created and led a customer satisfaction focus group to identify areas of concern and implemented recommendations which significantly improved customer satisfaction.

The Jackson Sun (a Gannett Co. Inc Company)
DIRECTOR OF OPERATIONS

Jackson, TN

1997 - 2003

Directed the activities of the multi-shift operations department to include the management of contracts and procurement processes; vendor selection and negotiations; profit and loss (P&L) management and accountability.

- Managed and oversaw the formation and execution of annual operating budget and tracked monthly budget expenditures.
- Researched, formulated and prepared capital project requests.
- Managed and led the recruitment, selection, hiring and development of staff at various levels.

Accomplishments

- Successfully secured approval for a \$7M written justification for printing equipment and a building expansion capital project.
- Reduced annual distribution center employee turnover by 90% through the increase of hourly pay rates and the facilitation of employee development and training.
- Improved operating performance and reduced overall waste by 10% through employee training and the creation of awareness regarding operational issues that impeded departmental goals and initiatives.

The Virgin Islands Daily News (a Gannett Co. Inc Company)
PRODUCTION DIRECTOR

St. Thomas, US Virgin Islands

1991 - 1997

Supervised and drove the day-to-day activities and operational tasks of a multi-shift department with 150 staff.

- Researched, assessed, and prepared detailed capital purchase requests.
- Managed and led the recruitment, selection, hiring and training of staff at various levels.
- Planned, prepared and executed annual operating budget; tracked budget expenditures; spearheaded contracts and procurement processes; vendor selection and negotiations; full profit and loss (P&L) management functions and accountability.

Accomplishments

- Championed an operating budget cost savings of \$40K by attaining new distribution department equipment through capital projects funding.
- Reduced labor and material costs and increased annual earnings by \$3M through the introduction and execution of Lean Manufacturing principles and quality initiatives.

EDUCATION

MASTER OF BUSINESS ADMINISTRATION (MBA)
Capella University, Minneapolis, MN

BACHELOR OF SCIENCE ~ ORGANIZATIONAL MANAGEMENT
Bethel University, McKenzie, TN