

K.P. PERSAUD

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QUALIFICATION SUMMARY

General Manager with 29 years of progressive accomplishments in the manufacturing business environment. Proven track record as the general manager for three successful turnarounds, in terms of both profitability and growth. Demonstrated critical performance in the following:

Accountability	Sales/Marketing
Interaction with Board of Directors	Strategic Planning
Leadership Development	Global Production Sourcing & Logistics
Business Restructuring/Integration	Lean/Six Sigma/Theory of Constraints: Tools
Training & Development	Leadership Recruiting

EMPLOYMENT EXPERIENCE

DEKASP ENTERPRISES, INC.

PRESIDENT

May 2009—Present

Focus: "Business coaching with focus on helping businesses become more profitable and can run without the owner."

SELF EMPLOYED

Sept 2008—April 2009

BUSINESS CONSULTANT

Re-structured Hale Iron Works Business Unit for the Ulven Companies. This business is now profitable, delivering products on time with excellent quality.

COLUMBUS MCKINNON

1999—2008

MIDLAND FORGE DIVISION, Cedar Rapids, Iowa

A \$700 million manufacturing and supplier of electric wire rope and chain hoists; chains and lifting attachments

General Manager, Midland Forge Division, Cedar Rapids, Iowa

Full P&L responsibility for a \$50 million, 200 employee division

Business Focus: Manufacturing of forgings for the lifting industry, including hoist components

Profit:	Improved profit from low 20% range to 35% range
Capital:	Single digit working capital as a percentage of revenue
Growth:	Increased revenues from \$22m to \$40m
Integration:	Integrated products from other divisions into product mix
People:	Developed a solid leadership team to achieve success
Strategy:	Developed and executed a strategic plan to increase revenue of rigging products globally; Implemented global engineering quality standards, sourcing, and logistics; Leveraged domestic skills to the international arena

Forge Group Leader, Cedar Rapids, Iowa

2002—2005

Assumed additional total P&L responsibilities for **Dixie Industries**, a division of Columbus McKinnon, at two separate plant locations in Tennessee; total revenue: \$70 million

- Merged strategic directions of Midland Forge and Dixie Industries, accelerated integration of products between plants
- Installed ISO quality systems into Dixie Industries to refocus emphasis on higher product quality

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TOWER AUTOMOTIVE, Milwaukee, Wisconsin

1997—1999

A \$2 billion automotive supplier of large structure frames to the automotive industry

General Manager, Tooling Business Unit, Milwaukee, Wisconsin

Full P&L for an \$80 million, 360 employee division

Business Focus: Prototype car frame building and design, tooling and assembly equipment for car frames

Profit: Reduced operating costs from \$15 million loss in 1997 to break even 1998; Implemented a financial system to calculate business performance, which was previously unknown

People: Hired, trained, and developed a leadership team to promote a profit-thinking culture rooted in appropriate decision making and personal accountability

Process: Created and installed TAP (Tower Automotive Production System) based on lean concept

Strategy: Downsize the business to align it with strategic strength

DOVER CORPORATION: \$8B INDUSTRIAL CONGLOMERATE

1979-1997

DE-STA-CO. DIVISION, Troy, Michigan

A \$200 million multi-plant manufacturer of work holding devices and reed valves

General Manager, Madison, Michigan

1988—1997

Full P&L responsibility for a \$20 million business

Profit: Turned around business from operating loss to 25% pre-tax profit

People: Created and promoted a lean thinking culture, encouraging people to strive for operational-excellence

Process: Transformed business into a customer focus operation

Plant Manager, Madison Heights, Michigan

1984—1988

Exercised P&L responsibility, excluding sales and marketing

Profit: First phase of turnaround profitability increased to 15% pre-tax profit

Growth: Customer on time deliveries improved by 200%; Quality levels improved by 40%

Capital: Inventory levels dropped 50%

Manager, Manufacturing Engineering, Birmingham, Michigan

1981—1984

Developed and implemented productivity programs for new and pre-existing products;

Achieved 15-20% increase in productivity

Industrial Engineer, Birmingham, Michigan

1979—1981

EDUCATION

The University of Michigan, College of Engineering, Ann Arbor, Michigan

Bachelor of Science in Industrial Engineering

University of the West Indies, School of Law, Bridgetown, Barbados

Bachelor of Laws