

## \* SENIOR OPERATIONS EXECUTIVE \*

### Drive Exceptional Business Performance through a Tenacious Quality Focus and a Devotion to Manufacturing Operations Excellence

**P**rofessional integrity, a big-picture focus, and a history of driving significant gains in profitability are the cornerstones of a career distinguished by sustained accomplishments. Respected as intuitive start-up and turnaround strategist, and record-breaking implementation leader. **Possess global manufacturing perspective** with 15 years' experience in the International arena with partners, suppliers, and contract manufacturers, including 5 years' residence in China. **Conversational Mandarin.**

- **Identified as top-performing Manager** and handpicked to tackle the toughest assignments; rocketed through positions of increased responsibility at ABC. Formulate performance metrics, strategic plans, and sustainable processes **enabling companies to achieve unparalleled success.**
- **Grew Shanghai manufacturing site output 942% in 5 years—site 37+% of business group's total revenue.** Final production output represented a \$1M per-day business revenue generator.
- **Experienced in acquisition integration,** including multicultural manufacturing and distribution processes. Planned and realigned organizational initiatives to position company for high growth.
- **Supported and ramped to volume 30+ new product introductions** across different markets and technologies.
- **Lead by influence,** as well as authority, to build strong collaborative organizations among competing resources while **developing top-notch multidisciplinary teams that reliably deliver.**

### CAREER HIGHLIGHTS IN U.S. & GLOBAL MANUFACTURING MARKETS

**XYZ TECHNOLOGIES, INC.,** Palo Alto, CA 1998 – 2005

*XYZ specializes in tools and technologies that drive productivity across the communications, electronics, life sciences, and biotech industries with 28K+ employees worldwide and \$10B+ in annual revenue (a spin-off of ABC, Inc.)*

**Manufacturing Senior Manager,** Shanghai, China – 2000–2005

**Challenge** To build a world-class manufacturing entity out of a state-owned enterprise and to integrate organization into the global order fulfillment business.

**Management Overview** Negotiated, agreed, and executed cooperation among 3 sites for 5-year strategic product transfer. Steered operational efficiency improvements and provided growth engine for operations.

**Goal** To become the XYZ site of choice through exceptional performance.

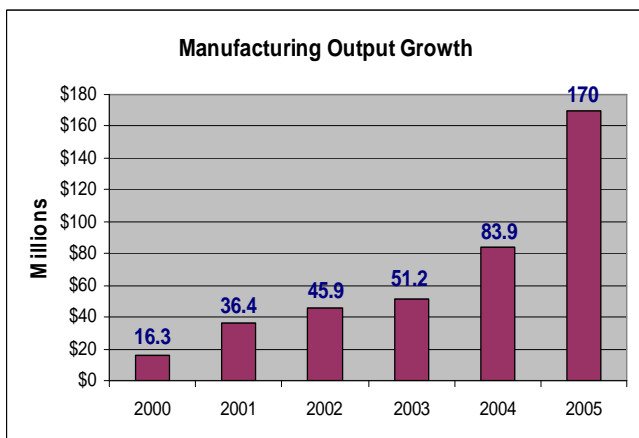
#### SHANGHAI, CHINA SNAPSHOT

**Total organization – 250 employees**

**Manufacturing size – 150 employees**

**\$350M in legal revenue from a 10K square meter distribution center**

**\$136M+ annual material procurement**



### — PERFORMANCE BENCHMARKS & MILESTONES —

- Reduced overall headcount from 176 to 142 and decreased inventory days of supply from 120 to 51.
- Completed 47 product transfer projects on time under budget, and with improved product quality.
- Improved material cost reductions from 1% to 5%, meeting an 8.7% reduction that reduced cost of sales 1.2% in 2005.
- **Skills development process and format became site standard in all departments.**
- China Manufacturing recognized at Board of Directors' meeting as competitive advantage for the critical China market efforts.

## CAREER HIGHLIGHTS IN U.S. & GLOBAL MANUFACTURING MARKETS (continued)...

### XYZ TECHNOLOGIES, INC., Palo Alto, CA

1998 – 2005

#### Materials Manager, Denver, CO – 1998–2000

**Challenge** To revitalize stagnant team while delivering critical business result — **material cost reduction of 3%**. Team supported new product and production materials for 15 distinct business units within ABC.

**Management Overview** Introduced 7 new products with no materials-related delays, while managing 13 additional products in process and on schedule.

**Goals** To empower teams to focus on core issues — new products, cost reduction, assurance of supply — and to identify outsourcing companies for context products and processes.

#### — PERFORMANCE BENCHMARKS & MILESTONES —

- **Delivered 5.37% total cost reduction to 4 major business units and at least the required 3% to the remaining 11 minor units.**
- Improved overall assurance of supply to lines from 63% to 90+%.
- **Developed cohesive, proud team that delivered; celebrated early results and wins.**
- Established outsource plan with Mexico and Singapore for 7 products generating excellent results.

*“Abby expects the best from those around her and, by example, gets it. We were given a seemingly impossible task, and she brought together a team which met and exceeded expectations. She expects and respects disagreements and manages to turn these into team-building opportunities.”*

— Senior Buyer, XYZ Technologies, Inc.

### ABC, INC., Palo Alto, CA

1984 – 1998

*ABC is the world’s largest IT company with operations in 170 countries, a team of 150K employees, and sales of \$80B.*

#### Production Manager, Denver, CO – 1997–1998

#### Manufacturing Development Engineer – 1995–1997

*PhotoIntel Division formerly Silver Springs Home Imaging Division*

**Challenge** To design, justify, install, and implement a new factory for Photo scanner launch. **First engineer hired** when product design was mere sketches on paper.

**Management Overview** Negotiated for available floor space to develop a Greenfield operation. Collaborated with R&D to fully understand product design; and with Marketing to establish product launch date, expected ramp rates, stable volumes, and sales distribution forecasts.

**Goals** To ensure stability and to maintain high quality standards at strong delivery volumes.

#### — PERFORMANCE BENCHMARKS & MILESTONES —

- **Total factory installation and capital costs less than \$7M vs. target of \$12M.**
- Achieved target productivity on all shifts within 60 days.
- **Day 1 product turn-on rate 78% vs. expected target of 40%.**
- **Long-term turn-on rate, 97.5%; previous best average for similar product, 47%.**
- **First product roll after 11 months;** easily integrated into manufacturing floor allowing for dual production and ease of introduction.

#### FACTORY EXPECTATIONS

**Ramp product from \$0 to \$500M in less than 9 months.**

**Produce a good unit every 15 seconds for 2 shifts working at full capacity within 70 days.**

**Design criteria** for factory delivered to total factory team – simple, flexible, and modular to accommodate critical optical alignment tools in a class 10000 clean room.

*“This was the best manufacturing effort I have ever seen from any team in my 27 years.”*

— Lead Design Product Engineer, ABC, Inc.

## PREVIOUS POSITIONS WITHIN ABC, INC., Palo Alto, CA

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### **Manufacturing Development Engineer**

*Denver Hardcopy Division Flatbed Scanners – 1994–1995*

*Fresco Printer Division Disc Drives and Surface Mount Center – 1992–1994*

### **Industrial Engineer – 1990–1992**

*Silver Springs Industrial Division, Multi-Meters, Custom Test Systems*

### **Manufacturing Process Engineer – 1984–1990**

*Colorado Springs Division, Logic Analyzers, Test Systems*

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## — EDUCATION & PROFESSIONAL DEVELOPMENT —

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Bachelor of Science, Industrial and Systems Engineering  
University of Florida, Gainesville, FL

Manufacturing Management Masters  
National Technology University

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### **PROFESSIONAL & MANAGEMENT TRAINING**

(ABC and XYZ Technologies)

Value Chain: Managing the Cost of the Supply Chain

**Six Sigma Training ▪ Lean Manufacturing**

TQC Instructor

“Climbing Your Own Everest” Leadership ▪ Optima Performance Coaching  
Fundamentals for Leaders ▪ 7 Habits of Highly Effective People  
Decker’s Effective Communication ▪ Conflict Management  
Dialogue Training ▪ Covey Leadership

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### **PROFESSIONAL ASSOCIATIONS**

Institute of Industrial Engineers (IIE)  
Institute for Supply Chain Management (SCM)  
International Who’s Who of Business

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### **KEYNOTE SPEAKER**

“Start-Up Business Challenges,” Technical Women’s Conference, Ft. Collins, CO – 1996

#### BUSINESS PHILOSOPHY ...

*As an influential leader with a record of initiating change, I consistently deliver results in reduced costs, increased quality, and increased profitability. My passion for working in manufacturing provides a resolute energy that springs from raising levels of performance through goal-oriented teams with unmatched loyalty. I am intrigued by the unique qualities of individuals and recognize that the secret to great teams is casting by individual strengths. A strong discipline and the diffusion of innovative solutions through actionable knowledge lead to solid performances even in the midst of economic turndowns.*

— Abigail Laurent

# ABIGAIL LAURENT

## Evaluation of Executive Resume Strategy

Challenge: To position this dynamic Operations Executive by showcasing her Shanghai achievements for *immediate* impact.

Action: Created Page 1 as a “networking” résumé — a page that could stand alone if the client wanted to showcase *current* manufacturing experience.

Designed an Excel graph to clearly show the yearly trend of increased manufacturing output, proving that this Executive could build a successful world-class manufacturing entity in a short period of time.

Results: Client has had 20 phone, exploratory, and official interviews and is being extremely selective.

Comments received from a recruiter about the résumé ...

“I practically pull teeth to get bottom-line results on a client’s résumé. I like the fact that the data and numbers are *right there*.”