

# PATRICK POST

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*"Intelligence is the ability to adapt to change."* ~ Stephen Hawking



## LOGISTICS & SUPPLY CHAIN DIRECTOR – MANAGER

LOGISTICS, SUPPLY CHAIN & DISTRIBUTION | WAREHOUSE & INVENTORY | IT ALIGNMENT | COST CUTS  
PROGRAM & PROJECT MANAGEMENT | TALENT TRAINING & LEADERSHIP | P&L - BUDGETS | WASTE REDUCTION  
3<sup>RD</sup> PARTY LOGISTICS | EXTERNAL – INTERNAL CUSTOMER SERVICE | PROCESS IMPROVEMENTS | SAFETY

### Aligning business visions with today's operational realities

*Career legacy of rescuing troubled situations ... defining process improvements, fixing the issues ... challenge after challenge*

- **15+ years' success leading supply chain, logistics and distribution across broad industries, hallmarked by repeated delivery of results that work.** Lean, 5S/Kaizen, ISO, JIT, and KPI expertise. Unwavering commitment to customer care; earning and keeping business. OSHA, DOT, MPCA and regulatory compliance. MBA.
  - **Leadership style motivates full participation in business** – from accessing risk, driving change, monitoring budgets and coordinating lean operations, through due diligence, and cost controls. Hire hard, manage easy and support talent.
  - **An innate problem solver; always ask "Is there a better way?"** Model the hows and whys beyond the whats. Thrive on the adrenalin of helping talent think of, aspire to, and achieve goals previously off the radar. Retain talent.
- Multi-million-dollar budgets and freight spend
  - Talent team hiring, development, and leadership of up to 25

*"Patrick is dedicated and committed ... not only works hard; is a forward thinker and true motivator ... quick to take on new things ... always willing to learn and grow ... his number one interest is what's best for the company ... I would hire Patrick again."*

Bob Jones, Owner, Parker Industries, [former Supply Chain Mgr., Miller Packaging; Supply Chain Consultant, Innovative Plastics]

*"Patrick is a true partner ... we worked together to develop new and creative ideas to solve difficult people-and-business issues ... Patrick is calm and steady in the face of adversity ... he is a focused, determined professional driven to achieve results ... all the qualities I look for in a teammate ... a true class act."*

T.M. Jackson, Director of People and Culture, WesleyLife [former HR Manager, Miller Packaging]

## PROFESSIONAL EXPERIENCE

**Innovative Plastics, Inc.,** Minneapolis, MN • 2015

*Leading manufacturer and supplier of engineered, injection-molded plastic components.*

### CORPORATE MATERIALS MANAGER

**Restructured materials and supply chain initiatives with best practices. Led centralized raw materials across production and distribution facilities** toward enhanced supply chain material and information flow; and long-term, sustainable improvements in materials planning and purchasing. Directed logistics material flow, flow design, inbound/outbound shipments, warehouse and transfers between facilities. Managed 15-20 reports.

- **Streamlined operations by moving all raw materials** from home production facilities to Warehouse / Distribution Center for kitting and staging.
- **Trimmed headcount** by 7 in Materials Group with **zero interruption to 24/7 production support.**
- **Slashed overtime 10%** by staggering start times for warehouse staff.
- Developed and documented **staffing plan for 24/7 support** of production operations. Trained, coached, mentored, developed and managed Materials group team. Implemented **metrics-driven performance management best practices.**

### PROFESSIONAL APPROACH TO SUPPLY CHAIN, LOGISTICS & DISTRIBUTION

**Quickly learn to know and understand the process • Focus and prioritize • Document the baselines  
Use tools to enhance effectiveness • Network and communicate results • Keep learning • Share knowledge**

**Tetrus Corporation**, Eden Prairie, MN • 2014 to 2015

*Midwest's largest recycler, manufacturer and broker of aluminum and other alloys.*

**LOGISTICS & INFORMATION TECHNOLOGY MANAGER**

Established supply chain, logistics, distribution and materials management direction and best practices, with oversight for \$10M freight spend; and IT (voice, data, operating systems), capital and operating budgets for shipping / receiving. Directed 3PL and asset-based carrier pool; negotiated rates and contracts. Introduced improvements in flow of raw/finished goods, process automation, safety, and strategic data points. Managed 15 reports and mentored companywide staff.

- **Slashed errors and eliminated duplicate bills** with implementation of third-party freight pay / audit of all freight bills.
- **Reduced freight spends 2-5% quarter over quarter** by implementing quarterly pricing reviews with AJ Brown.
- **Decreased overtime pay 25% (zero staff turnover)** with second shift in warehouse/DC operations and staggered shifts.

**Hewett LLC**, St. Paul, MN • 2012 to 2014

*A leading manufacturer of highly engineered steel frame cab enclosures and rollover structures serving OEMs.*

**LOGISTICS SUPERVISOR**

Managed inbound and outbound fleet activities (\$7M freight spend; 13 reports) for both divisions (cab and enclosures). Served as key liaison with suppliers, production, 3<sup>rd</sup> party carriers, core divisions and initiatives or special projects (i.e., big data center). Introduced and attained KPIs within budget, JIT deliveries, and overall fleet profitability.

- Achieved **impeccable safety record (zero fines or notations)** by implementing safety meetings and checklists.
- **Captured cost savings of \$150K in a year**, switching fleet from company owned to dedicated provider. Lowered liability. Cut additional corporate costs by aligning LTL and parcel shipment with IES routing guides.
- **Transformed logistics operations from “paper-pushing” process to streamlined, state-of-the-art, reliably-profitable business unit.** Hired and trained new Logistics Coordinator, automated prior error-laded Bill of Lading process, and learned / taught logistics shared leadership to ensure unprecedented 24/7 coverage at all times.

**Miller Packaging Company**, Minneapolis, MN • 2011 to 2012

*Contract manufacturing and packaging of shelf-stable, refrigerated, and frozen food products in North America.*

**TRAFFIC & INVENTORY CONTROL MANAGER**

Transitioned company's logistics/warehousing/inventory into Lean operations challenged by complex conglomerate-client controls. Engaged and built cohesive team; managed 25-30 reports (3 shifts; Materials and Warehouse), including off-site ambient warehouse. Managed \$4.5M freight spend; and capital, expense and staffing budgets.

- Deployed first **standard work / job descriptions** across Materials group, enabling **consistent performance management** (with subjective analysis) **and talent recognition systems.**
- **Saved \$175K** with Materials group assessment and **decreased headcount of 5 – with steady 24/7-level support and coverage.** Concurrently provided staff planned time off. Partnered with HR and temp agencies on staffing needs.
- **Implemented initiatives** to upgrade staff skills / knowledge, lower inventory levels, increase turns, reduce freight costs, optimize warehouse flow, and ensure compliance / safety (DOT, GMP, HACCP, food safety). Drove safety efforts.

**Crestview Clinic**, Minneapolis, MN • 2011

*Integrated portfolio of market-leading health and wellness products and services for corporate and government entities.*

**BUSINESS ANALYST, GLOBAL PRODUCTS & SERVICES**

Served as project-level conduit for requirements flow between internal / external customer community and the business product development teams, primarily moving “Ask Crestview” and “Doc Line” sites from telephonic to web / app-based solutions. Designed, scheduled, and deployed internal / external user training. Contributed to specifications, design, testing and coordination of User Acceptance Testing; schedule planning / implementation; and full-lifecycle projects.

- **Praised by management for bringing fresh perspectives** into Crestview Clinic GPS's project initiatives, process definition, requirements, improvements, enhancements, and streamlined methodologies.

**ABC Corporation**, Des Moines, IA • 2008 to 2011

*Group of nine companies, each representing a family of leading brands, products and services for the office and home.*

**BUSINESS ANALYST, CORPORATE IT - SERVICE APPLICATIONS**

Managed small-to-medium projects for Core system in Rapid Continuous Improvement (RCI) and Lean culture. Created and led training for new users and system updates, traveling to dealers for training and install of Core; and alignment with processes. Participated in full project lifecycle – specifications through implementation and enhancement.

- **Held 99% uptime** of Core system for steel-owned dealers.
- Recognized as **Subject Matter Expert** for Inventory module and dealer-associated process improvements. **Built and deployed SOX-compliant inventory system interfaced across all corporate-dealer business units.**

**Brown Industries**, Des Moines, IA • 2006 to 2008

*Leader in agriculture across the globe, delivering improved management solutions to retailers and growers.*

**INVENTORY / DISTRIBUTION MANAGER**

Managed inventory (raw and finished goods) and distribution (local fleet utilization and 3PL carrier base) for two warehouses (Lilac and off-site Dubuque storage), with 15-25 reports. As Leadership Team member, hired staff; directed operations in Plant Manager's absence; and led safety, training, quality, and process improvement initiatives.

- **Slashed overtime costs and enhanced safety** by implementing **unprecedented second shift.**
- **Reduced freight costs, lowered inventory levels, increased turns, and optimized warehouse flow** with restructure to transactions, bidding and task processes.

**ABC Corporation – Wood and Steel Divisions**, Minneapolis, MN • 1999 to 2006

*Market leader in full line of office products furniture through a nationwide network of dealers and retailers.*

**TRANSPORTATION SYSTEMS MANAGER / LOGISTICS ANALYST / CUSTOMER SERVICE REP / PRODUCT TRAINER**

- Hired as **Customer Service Representative** in call-center environment with Lean and Rapid Continuous Improvement culture, collaborating with manufacturing, purchasing, and transportation on service to commercial accounts across the U.S. and Canada. Quickly **designated as Product Trainer and product Subject Matter Expert**, training service representatives at 3 call centers.
- Transitioned to **Logistics Analyst** (2001), accountable for shipments to dealer warehouses in Western U.S., including Alaska and Hawaii. Stepped into **Lead** role with two downsizings; **sustained 98%-99% on-time delivery**. From 2003 to 2006, worked with all brands on transportation items and deploying Transportation Management System (TMS).
- Promoted to **Transportation Systems Manager** (2006), implemented system to secure **\$5M in cost savings**. As **Super User (and accountability assumed as Logistics Analyst in 2003)**, worked with IT and transitioned company through **testing and implementation of two software versions**. As Corporate Resource, oversaw **TMS system with 99.9% uptime**. Managed vendor and carrier relationships, including corporate and government contracts. Maintained **steady 2% damage rates below industry standards**. Designed, integrated, orchestrated and monitored all **TMS training**.

**Additional Experience**

**Vice President / Secretary**, West Tennoff Acres, Fairmont, MN, 2012 to 2015 (sold 12/2015)  
*Strategic and tactical shared leadership in corn and soybean operations and storage / real estate rentals.*

**EDUCATION**

**Executive MBA – University of Minnesota – Carlson School of Management**, Minneapolis, MN, 2015  
**BA, Economics and Management – Gustavus Adolphus College**, St. Peter, MN, 2005

Selected for **Manager Development Program** – ABC Corporation – Program recognized by *Chief Executive Magazine*  
**Technology Snapshot:**

Microsoft Dynamics GP and SAP (ERP), Word, Excel, Access, PowerPoint, Outlook; BAAN; CORE (order-to-cash for dealers)  
Manugistics – JDA-Software TMS (freight procurement, collaboration, analytics and supply chain strategic planning)