



Over the past 39 years, Steve has built a reputation for helping organizations solve problems and achieve their business objectives. He brings a balanced perspective of both strategic and tactical solutions to deliver bottom-line results. In addition, he provides simple processes and tools for effective execution, getting things done.

Steve's goal is to develop long-term client relationships, earning their trust and delivering value. He is very involved in the community working with universities, start-up companies and not-for-profit organizations.

Areas of Expertise:

Strategic Planning & Execution

- Facilitates the strategic planning process with execution plans and governance:
- Identifies gaps and develops transition plans to fill those gaps.
 - Achieves organizational alignment and establishes accountability for results.
 - Develops and implements operational plan with measures to track progress.

Project Management & Implementation

- Achieves business objectives and delivers projects on time and on budget:
- Documents effective project scoping and planning to structure project for success.
 - Develops business requirements and business case for decision making.
 - Provides project management and PMO coaching, quality reviews, and post-implementation debriefs to keep project on track.

Business Process Improvement

- Develops world class processes to support the business and drive results:
- Enhances service levels, lower costs, eliminate waste, reduce cost-of-poor quality, simplify complexities, reduce redundancies, shorten cycle times.
 - Uses a collaborative based improvement approach that builds ownership and commitment by the team.
 - Provides coaching for Finance Transformation delivering business results and earning the trust and confidence of the business.

Significant Results:

Strategic Planning

- • Lead Partner for a global strategic planning initiative resulting in 13% annual growth and doubling market cap. Based on the outstanding results, the company was inducted into the Balanced Scorecard Hall-of-Fame.

Finance Transformation

- • Partner-in-Charge for a global finance transformation initiative to include: developing the vision, redesigning processes, implementing shared services and new systems. The company received the CFO Magazine Reach Award for their world-class Finance organization and effective accounting processes.

Professional Experience:

	<u>Organization</u>	<u>Title</u>	<u>Dates</u>
➤	Experience on Demand	Senior Partner, Founder	2008 - Present
	Advisory Business Solutions	President	2006 - 2008
	Deloitte & Touche, LLP	Partner	1999 - 2006
	Grant Thornton, LLP	Partner	1995 - 1999
	Dun & Bradstreet Software	Sr. Manager Consulting	1990 - 1995
	Monsanto	Accounting Management	1970 - 1990

Education:

- B.S.B.A. - University of Missouri at St. Louis