Chase C. Kushak

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**Professional Profile:**

A dedicated improver of business operations and leader of fast growing organizations. A successful track record leading growth across industries through strategic direction, team building, revenue generation, cost containment, and process improvement. An acute problem solver who thrives in great cultures by leading people to embrace change, improve operations, and exceed goals. Deep skill set in:

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| * Sales | * Strategy | * Supply Chain |
| * Marketing | * People Development | * Org and Process Development |
| * Operations | * Lean/Process Improvement | * Change Leadership |
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**Professional** **History:**

**Kushak Advisors –** Independent Process Improvement Consulting

*Principal (3/18 – Present)*

**Founders Brewing Company –** Nations 9th Largest Craft Brewer

*Chief Operating Officer (11/14 – 3/18)*

* Led all revenue generating functions for the company including sales, marketing, retail, HR and international operations.
* Achieved industry leading growth among top 50 craft brewers each year for 4 years. Grew from 32nd to 9th largest craft brewer in the country with 44% 5 year CAGR vs. industry average of 12%.
* Developed strategy, organization structures, processes and metrics to achieve aggressive growth.
* One of five leaders in charge of setting and executing company strategy
* Led development of annual brand calendar
* Oversaw one of the country’s Top 50 restaurants and opened a second location
* Expanded geographic reach from 28 to 46 states
* Developed many industry leading best practices for reporting, measurement, and annual business planning
* Led operational reviews at company board meetings

*Vice President of Marketing (4/14 – 11/14)*

* Built and led company marketing department, strategy and execution.
* Brought creative in house and won numerous awards for marketing concepts.
* Helped build fastest growing brand in the country and #3 IPA overall.

**PulteGroup –**Nation’s #1 Homebuilder

*National Director of Operations and Continuous Improvement (8/09 – 3/14)*

* Development, management, rollout and continuous improvement of national operations initiatives, strategies, processes, systems and metrics across 28 divisions resulting in:
* The #1 stock in the S&P 500 in 2012
* 4% margin increase and 20% cost reductions
* Schedule adherence increase from 35% to 79% nationally
* Lead role in integration of operational processes during merger with Centex (2 largest national homebuilders) including development and rollout of the Pulte Operating System.
* Successfully brought together functions to design and rollout continuous improvement programs and motivate employees to focus on improvement every day.

*National Director of Supply Chain Management* (3/05 – 8/09)

* Created and led National Lean/Continuous Improvement Program, training over 1,400 employees and suppliers, changing our culture, and driving hundreds of continuous improvement projects.
* Worked directly with national manufacturers, distribution partners, trades, and operators to improve processes, reduce costs, and improve quality.
* Developed innovative approach that helped change the way the industry does business.

**Johnson Controls, Inc.** – Tier One Automotive Supplier

*Program Manager. – Supply Chain, Manufacturing, Quality, and Marketing Systems* (11/02 – 3/05)

* Developed and managed 15 project managers that identified, built, and deployed innovative systems and process improvements.
* Responsible for identifying new opportunities, presenting business cases to executives, managing budgets, cross functional collaboration, and rolling out to de-centralized operations

**Covisint LLC** – Global Automotive Industry Technology Startup

*Director – Supplier Connection Strategic Business Unit* (04/02 – 11/02)

* Global profit and loss responsibility for a key product line and brand
* Overall responsibility for turnaround and operational success of a previously troubled product including strategy, sales, marketing, design, development, deployment, personnel, and financials

*Sr. Product* *Manager - Supply Chain Management* (6/01 – 04/02)

* Developed the Supply Chain Management line of business focused on a key Lean Supply Chain Replenishment system resulting in the second highest revenue generating business at Covisint.
* Collaborated with customers to re-design supply chain processes around leading edge technology to systematically drive down cost and improve performance metrics.

# **Ernst & Young LLP** - Management Consulting

*Sr. Manager / Manager – Process Improvement* (8/98 – 6/01)

* National Service Line Leader for Collaborative Supply Chain Mgt. – Co-managed practice for collaborative supply chain management on public and private B2B exchanges. Helped develop and execute brand, strategic direction, and solution delivery.

Distribution Network Reengineering - Ford Customer Service Division

* Led team that developed and deployed a portfolio of improvement opportunities for 8 distribution centers, dramatically improving fill rate and reducing costs.

*Sr. Consultant – Process Improvement* (5/96 - 7/98)

Warehouse Management System Implementation - Ford N. American Distribution Center (3 mil. Sq. ft.)

* Led team in design and implementation of warehouse processes to maximize software value, improve productivity and reduce inventory

Production System Reengineering - Ford Automotive Operations, Tier 1 Suppliers

* Worked on reengineering design and implementation of Ford’s worldwide Lean Manufacturing Production System
* Developed national rollout strategy and change management plan for company and union

**Kraft/General Foods** – Distribution, Sales, and Marketing

*Key Account Manager* (5/91 - 8/94)

* Managed $7 million business at the largest independent foodservice distributor in the U.S
* Coordinated purchases, inventories, logistics, sales, and customer relationships

**Education**

Eli Broad Graduate School of Management - Michigan State University (8/94-5/96)

**MBA** – Dual concentrations in Supply Chain/Operations Management and Marketing with Honors

**Spartan Consulting Group** - Founded an MBA student run consulting group

Michigan State University (8/87 - 5/91) - **BS** – Marketing

Villanova University (November ’13) – Lean Six Sigma Black Belt