

HIGHLIGHTS SUMMARY

Philip M. Baughn

Change Leadership

- Designed and executed the rapid financial and product turnaround and ramp-up of several entities. A 284% positive revenue change in less than 2 years, a net loss position return to profitability in less than one year, a 1.1% net profit improvement in less than 3 years, and two technology start-ups from zero through rapid and high growth curves.
- Steering Committee member for two entities desiring to be refined and successfully acquired -- both successful, one by The Omnicom Group (NYSE: OMC) and the other by Affiliated Computer Services (NYSE: ACS).
- Led the product and/or positioning changes of 6 companies.
- Restructured 2 companies from single entities into holding or multiple operations to reduce risk and to provide for better competitive positioning for the main entity and increased sales potential for the others.
- Highly successful with every effort undertaken, always in shorter than expected time frames.

Administrative Leadership

- Full P&L responsibility (COO/President) for 3 companies.
- Implemented Project Management Offices in 3 companies.
- Championed the ISO 9001 certification for one company.
- Developed the 1st ever truly Strategic Plans for 3 companies.
- Moved the HR and IT components of 2 companies into much more strategic roles.
- Implemented broad-reaching business process understanding and change, economies of scale, and other business methods to improve quality and reduce operating costs in 6 companies.
- Oversight of all aspects of 3 HR departments, one with 22,000 employees in 16 Countries. Each enhanced to better position and recognize internal opportunities and personnel, resulting in reduced turnover, more rapid recruitment, and reduced costs in both hard dollars and staff time.
- Oversight of the internal office of General Counsel for 2 companies.
- Oversight of facilities management and expansion in 3 companies, each with rapid growth and expansion.
- Spearheaded the restructuring of debt and investment operations for 1 organization.

Technical Leadership

- Direct oversight of all technology aspects (CIO) of 4 companies, including 2 public, 3 multinational, and 4 complex, multi site, operations. Each restructured to clearly align with the business aspects and the "front-line" needs of the company. Each implementing high degrees of innovation, as well as risk, asset, and process management.
- Brought virtual, real-time, collaborative operational management capabilities to companies with thousands of field personnel and operations managers in all channels, throughout many countries, and with complex structures.
- Designed and led the development of one of the first Internet-based Project Management & Collaboration systems ever (designed & built in-house), as well as several ERP/MRP selection and implementation efforts.

Sales and Marketing

- Past leadership of all aspects of Marketing (marcom, telemarketing, business development, partnerships, M&A, research) in 3 companies.
- Grew TrakPro's (a GPS Vehicle Tracking & Asset Management start-up) presence from scratch to 85 points of representation within 3 channels across the US within 2 years.
- Developed and positioned 3 company's products to be the most highly competitive offerings in the mix, producing rapid and easy sales in the field, while at the same time paying the best commission structure, and returning the highest profit margins, in the industry.
- Brought current the government product and service offerings (complex software applications and IT outsourcing) of one company (formerly NYSE: SCTC, now NYSE: ACS and SunGard), through new acquisitions and major competitive/industry/GAP analysis and change to an older product set.
- Reinvented the product offerings of one of the nation's largest not-for-profit organizations with an understanding of newer technologies for the acquisition, management, publishing and delivery of timely information.
- Played a key marketing design role in helping a major technology company move into the Mainland China market.
- Designed and personally led the sales training efforts for all channels of 3 companies.
- Initiated and grew 2 new sales regions for Dictaphone Corporation's Special Markets Division.
- Improved Dictaphone's worst District to the #1 spot in the country in just 1 year.
- Dictaphone's #1 sales rep of the year (world-wide) in my 1st year (with just 6 months selling time!).
- Past 2 year experience as #2 in charge of US Sales Training and Management Development at a then Fortune 500 company.