
Summary of Experience

Jim Maxwell is a dynamic, customer-oriented strategist and operations executive with a proven record of leading teams to grow and enhance profitability by identifying, developing and delivering creative solutions that achieve measurable results. He has extensive practical experience applying lean six sigma and agile change methods to drive operational process improvements, increase productivity/ efficiency and turn around troubled business units in multiple industries. One of his major clients has credited him with improvements in Shareholder Value Add (SVA) contributions in excess of \$500MM. A Certified Scrum Master, Jim has both line and consulting experience working with Conoco Inc. and E. I. DuPont and across multiple industry groups ranging from oil and gas, chemicals, fibers, agriculture, electronics, staff groups and non-profits.

Selected Accomplishments

- Developed and implemented a successful strategy and engagement process for a leading energy producer to adopt a new project prioritization, budgeting and planning model that resulted in \$80MM in efficiency gains over 3 years.
- Helped a global agricultural chemical business team assess its performance and develop a number of critical goals and objectives for quarterly performance directed at making up a \$100MM gap in global net income.
- Designed, developed and implemented a JIT/Kanban/Lean supply chain model in a refinery operation resulting in a reduction in \$15MM reduction in operating expenses, reduced staffing and improved refinery materials service.
- Directed an agile portfolio development effort creating winning strategies for a global seed Research & Development organization that netted over \$20MM in logistics savings and repositioned ~20% of their portfolio toward higher potential projects.
- Designed and facilitated a regional petroleum distribution consolidation and optimization by employing lean/6σ principles that resulted in a \$10MM reduction in operating expenses with maintained customer service.
- Led a successful lean enterprise project to link a fiber manufacturer's operations and a key customer resulting in coordinated manufacturing, improved quality, new branded products and supply chain integration of one of their main production facilities; results included \$5.3MM in additional revenue and \$2MM in costs savings.
- Developed market-back winning growth strategies for the Mexican-based business unit of an agricultural chemicals firm to raise SVA and define a plan to double revenues (\$80MM - \$160MM) within 5 years.
- Developed market-back wining strategies for several market segments and implemented lean/6σ demand and supply methodologies within a Mexican automotive coatings business resulting in a return to profitable operation with one and accelerated growth plans for others which doubled annual revenues of \$200MM.
- Developed strategies with a chemicals joint venture to increase revenue and net income by 100% over the following three years that included reengineering the entire supply chain which saved 30% in purchasing spend over two years while improving customer satisfaction.
- Developed market-back wining strategies for the South American division of an agricultural chemicals firm that helped triple their size (\$40MM to \$120MM revenue) & return them to positive Shareholder Value Added (SVA).
- Led a Rapid Strategy Development project resulting in the development of winning strategies for a newly acquired agricultural chemical joint venture bringing this \$40MM business back to profitable operation within 10 months.
- Helped a Crop Protection Brazilian team develop a set of strategies concentrating on route-to-market improvements that increased revenues by \$700MM and resulted in improved SVA in excess of \$40MM over a 5 year period.
- Developed market-back wining strategies for several paint market segments within Mexico resulting in a return to profitable operation with one and doubling growth plans for another Refinish business.
- Led a global cross functional team within a Fibers business to reduce their net working capital by \$70MM by reducing operating inventories and improve their cash flow of Accounts Receivable and Payables.
- Provided servant leadership for an Agricultural distributor team operating out of Guatemala, Honduras and Costa Rica resulting in an increase in first year profits of \$8MM and developed a set of strategies and tactics to profitable revenue from \$40MM to \$100MM.

Educational Background

MBA, Finance, Michigan State University

BS, Physical Sciences, Lyman Briggs College, Michigan State University