



Artificial Intelligence attempts to make dumb computers appear smart by leveraging data, focused methods, and refined processes. Often a smart group of people make a dumb decision because their data, methods or processes failed them. Paul helps management teams and organizations surpass obstacles by refining their organizational/management systems, and advancing governance practices, supported thru the smart application of technology and data. Areas have included: corporate reorganizations, quality management, workforce/resource management (international, alternative & domestic), disaster recovery, technology development, business process analysis, security management, contract negotiations, and dispute resolutions. Areas applied to include: financial services, information technology, telecommunications, and manufacturing.

SUMMARY OF QUALIFICATIONS

Paul is driven to help people unlock potential benefits by leveraging the power of their knowledge. He builds on an esteemed academic foundation that enables a studied approach to solving problems. Coupling this to a solid breadth of experiences at high-level strategic decision-making and successful implementations, he has guided the development of lucrative returns in many areas. These include: organizational change management, mergers / acquisitions, spinoffs / divestitures, project management office practices, creating successful cross-border strategic resourcing initiatives, security practices, developing new technologies, creating corporate intellectual property / patents, re-engineering, product developing & design processes, knowledge management and the creation of intelligent organizational systems.

POSITION & PROJECT OVERVIEW

IBDAP Consulting: *Helping organizations function intelligently*

Founder: (2009 – current)

Practice areas:

- Creation of Efficient, Effective, and Experienced Business Solutions
- Competitive innovations, technology development, intellectual property creation
- Custom research, coaching/training
- Multi-Sourcing, Out-Sourcing, Co-Sourcing, Alternative labor sourcing
- Organizational Security Practices, Design for Security

CADFORCE – *an Architectural Support Services Company*, Marina Del Rey, CA

Chief of Consulting Services: (2007 – 2008)

- Enabled larger Client Engagements by helping Clients understand how their business processes may change so they can leverage outside services
- Help clients establish effective Project Management skills for leveraging outsourced labor
- Define strategic business opportunities for improved quality practice of CADFORCE's clients

Chief Operating Officer: (2006 – 2007)

- Redefined company's approach to Quality, Labor, & Governance Models
- Established partnership with centers in Colombia (South America) and Kolkata (Calcutta), India
- Improved & Defined Governance Methodologies & Technologies
- Defined Strategy for the IT Infrastructure to support growth

Booz Allen Hamilton

Director: Business Transformations (2005 – 2006)

- Strategy for IT labor of a major European Bank: Made failing vendor relationship successful
- Defined sourcing strategy for a Manufacturing Organization
 - Created Competitive Bidding Environment: Reduced expenses by 35% & Improved flexibility
 - Enabled governance and defined Project Management Office Practices for multiple vendors
- Published Thought Leadership articles on global resource models: Leading to flagship text on industry Best Practices
- Advanced approaches to leveraging non-standard domestic labor markets (alternatives to offshoring)
- Created service strategy approach for a consumer products pharmaceutical company

- Defined and Managed a shared-services program for strategic sourcing of IT labor for all areas of Chase
 - About 200 simultaneous projects from multiple lines of business reported into this Project Management Office which governed processes, practices and defined methods
 - Over a 2 year period the newly defined methods, practices, and strategic resource management:
 - Created at least a \$75MM / year reoccurring savings
 - Measurably improved quality, and
 - Reduced software development lifecycle times
- Led the development of outsourcing and vendor Security Standards, that later formed the foundation for several industry standards (BITS, NASSCOM, and work done at the FSTC)

Vice President – Business Process Analysis & Integration (1997 – 2001)

- Led negotiating teams for spin-off ventures and several joint ventures
 - Addressed various compliance standards, such as AML & other Regulatory issues
 - Working with lobbyists to encourage positive changes
- Redesigned and renegotiated the strategic relationship for a consortium-based ATM network. Transformed a \$7 million loss into a positive \$13 million revenue stream
- Defined technology approach for inter-bank Check Image Exchange. Patented this Intellectual Property, which was then leveraged as a key part of a joint venture between Chase and other Financial Institutions
- Led inter-departmental teams comprised of IT, Legal, Compliance, Finance and business executives to attain solutions for former delinquent projects, resulting in multi-million dollars savings consistently

RTAC Systems, Garland, TX (1995 – 1997)

Director of Research & Project Development

- Founded & managed the consulting organization that provided: Research services, strategic planning, organizational & governance modeling, systems integration, engineering & decision support services
- Defined the vision for and restructured the engineering and manufacturing processes at Digital Switch Corp. Automating CAD and development systems as part of the manufacturing phase. Shortened product life cycle and preserved certification status for this producer of telecommunications equipment
- Directed other projects, including: development of a network-based/paperless engineering design control system; business restructuring for ISO compliance and auditing; and deployment of corporate specific design & project management methods with automatically generated process metrics

AT&T Bell Laboratories, Mesquite, TX (1989 – 1995)

Manager – Product Realization Process, Documentation Technology & Library Services

Deming Award Winning Team

- Reengineered the entire product development & manufacturing process for the production of power supply systems for all Regional Bell Operating Companies, initiating a series of improvements in the areas of staff training, process automation, union negotiations, and enhancement of the documentation, manufacturing and Project Management Office processes to leverage Concurrent Engineering Methods. The project culminated in the attainment of the highly prestigious Deming Quality Award in 1994, and led to substantial benefits:
 - Transformed an operation from \$40 million loss / year into a \$20 million profit / year
 - Achieved the above while increasing staff from 1,800 to 3,000 employees
 - Reduced project life cycle initially from 3 years to 18 months; and subsequently to 9 months
- Wrote a comprehensive power systems engineering handbook that created an essential guide for defining management processes for product development and manufacturing
- Produced a tenfold increase in efficiency for the Archive System with the existing staff

EDUCATION

Rensselaer Polytechnic Institute, Troy, NY

Ph.D.E.E. (8/89) Research Area: Artificial Intelligence for manufacturing automation, machine learning.

Thesis: Learning Error Recoveries in Automated Manufacturing by General Explanation of Observed Program Augmentations.

M.E.E.E. (5/85)

Thesis: Investigation of a Commercially Available Tactile Sensing System for Robotics & Automation Appl.

B.S.E.E. (5/83)