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## SUMMARY OF QUALIFICATIONS ~ CAREER # 1 ~ 1964 - 1986

During a 23 year career in a structured, fully-integrated, corporate culture, was molded into a results-oriented executive level manager possessing in-depth sales, marketing and real estate experience in a diversity of positions within a Fortune 500 company.

## REPRESENTATIVE ACCOMPLISHMENTS

- Effectively organized, led and controlled a 30 person field-oriented sales team (plus all back office support personnel) which delivered record results for nine consecutive years through the same group of franchisee-operated and company-run stores.
- Surveyed, analyzed, researched / renegotiated the real estate status, gained approval for and managed the timely implementation of a \$35 million capital improvement project among the 205 retail outlets to be retained long term in Los Angeles.
- Directed 29 field real estate employees in the record-setting acquisition of 46 new properties, 375 retentions, 50 leasehold divestments and \$26.4 million property sales while completing a wholesale upgrading of department personnel via an aggressively implemented career development program during a single year throughout 14 states and 32 key markets from Pittsburgh to the Pacific Ocean and Canada to the Mexican Border.
- Recruited, trained, developed, led, seasoned and promoted 133 high potential employees who assumed positions of greater responsibility elsewhere within the corporation.
- Routinely led the nation in premium product sales over an eight year period in spite of the lack of regular customers who were premium product users.
- Regularly achieved acceptable levels of performance or welcomed resignations from marginal employees by developing and implementing a highly structured approach to motivating them.
- Enhanced the corporation's public image by giving 78 speeches to civic, university, military and annuitant groups in a single year while simultaneously leading the above mentioned 30 person sales team in achieving continued record performance results.
- Managed the above sales organization in full compliance with and adherence to all company policies and procedures resulting in 96 consecutive months of zero significant audit findings.
- Eighty percent of college recruits referred to the hiring committee for 2<sup>nd</sup> interviews received offers of a position by the corporation during a time when the acceptable norm for such offers was less than 30%.

B.S., Business Administration, University of Missouri, Columbia, MO

Extensive executive-level training in general management, marketing, sales management, public speaking, recruiting, motivation and real estate. Licensed California Real Estate Broker.

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