



## What You Should Know About the Diverse Business Experience of Business Coach **Ron Nielsen**

1. Over 30 years of diversified business experience. Led **Financial** and **Human Capital** Management functions in a \$2.3 billion subsidiary of a Fortune 500 manufacturer. Served as General Manager of privately held, \$8.1 million Corporation. Background in: *Strategic & Financial Planning, Budgeting, Compensation, Employee Benefits, Recruitment, Succession Planning, Safety, Employee Relations and Payroll*. **Lean Six-Sigma Green Belt Trained.**
2. Using principles of **Lean Manufacturing**, led Operational Management Team that **reduced costs and cycle times by 27%**.
3. Directed Human Resources for seven international locations, large manufacturing plant and distribution center with over **1,700 employees**. Managed domestic employee benefit plans, **reducing healthcare costs by 7.5%**. Re-engineered *recruitment processes*, **reducing the costs by over \$400,000 annually**. **Negotiated contracts with private and public unions**, resulting in over **\$1,000,000 annual savings**. Re-emphasized safety and ergonomics producing **over \$200,000 savings in lost-time accidents**.
4. Led the design of an *employee performance management process* that aligned pay with overall business goals. **Developed an innovative recruiting web-site** and created employment-branding strategy. Designed compensation and **incentive pay plans**.
5. **Prepared business plans, annual budgets and 5 year strategic plans** for 3 different globally marketed product lines.
6. Graduated from University of Wisconsin-Oshkosh in 1977 with a degree in Finance and an additional emphasis in marketing. **Earned Senior Professional in Human Resources (SPHR) Certification in 2001.**
7. **Organizations:**
  - a. President of Elkhart Lake Area Chamber of Commerce; Past President (2012) Plymouth Area Chamber of Commerce;
  - b. Sheboygan County Chamber of Commerce - Board Member
  - c. Optimal Networkers –BNI (Sheboygan Falls)
  - d. Trustee Secretary – St. Thomas Aquinas Parish
  - e. Past President of the Elkhart Lake Lions (2006 & 2009)
  - f. Elkhart Lake Volunteer Firefighter (over 33 years)
  - g. Elected to Elkhart Lake Village Board (9 consecutive terms – 1984 to 2003)
8. Happily **married to Janell**. **Resident of Elkhart Lake since childhood**. **Raised three grown children, Brad, Becky and Nikki**.
9. Avid football and Green Bay Packer fan. Enjoys boating, playing golf and bowling.

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