

# BOB KINION

To obtain a position where I can use my experience, education, and expertise to lead an organization to achieve the highest level of performance by creating an atmosphere of continuous improvement and operational excellence.

## EXPERIENCE

**JUNE 2020 – PRESENT**

**OPERATIONS MANAGER, GENERAL DYNAMICS OTS, SPRINGBORO**

- I have revamped the planning/scheduling to maintain inventory levels at Camden, and improve the On-Time Delivery to meet and exceed performance goals.
- Conducted a Standard Work Kaizen events in several work cells to improve productivity, quality, 5S, and delivery
- Have increased HPU's (productivity) by an average of 18% on all products ran in Springboro
- Member of the OTS Manufacturing Council
- Coordinates the Operational Excellence Assessments for OTS
- Coordinates and facilitates the OTS Knowledge Sharing Webinar
- Conducted Operations Management classes with Operations Staff to improve their knowledge and education on a various array of Ops Mgt topics
- Sponsored a Senior Capstone project for Ops Mgt students at the University of Dayton. The project created a Kanban system to decrease work in process inventory by 30% and decrease throughput time by 21%. This is approximately \$105,000 of WIP inventory value. This team was awarded top project at the University
- Lead IFS implementation at Springboro and am assisting in leading the Anniston implementation.
- Ensure the Production organization meets or exceeds established goals and objectives

**AUG 2012 – PRESENT**

**ADJUNCT PROFESSOR - OPERATIONS & SUPPLY CHAIN MGT, UNIVERSITY OF DAYTON**

- Teach undergraduate classes in Operations & Supply Chain Mgt and Business Analytics
- OPS 485/495 Senior capstone consulting projects
- OPS 301 Introduction to Operations and Supply Chain Mgt
- Guest lecturer on Lean Manufacturing for UD Ops Mgt. Class
- Guest lecturer MBA class on Modeling and Analytics for Business Decisions
- Two published articles on Lean Manufacturing topics in INFORMS -- Institute for Operations Research and the Management Sciences

**FEB 2018 – MAR 2020**

**GENERAL MANAGER/OPERATIONS MANAGER, HEMATITE INC**

**Tier 1 Automotive Supplier**

- Launched green field site from bare ground to \$28M/yr. in sales
- Certified the site with Toyota, Ford, Honda, and Chrysler
- Implemented a Quality Management System and received IATF16949 certification
- Implemented Environmental Management System and received ISO14001 certification
- Launched 19 new products and 6 new production lines.
- Lead the process to achieve a “Zero Incident” safety level performance at the facility.
- Full P&L responsibility

**JUN 2016 – JAN 2018**

**OPERATIONS MANAGER/INTERIM GM, IMI PRECISION ENGINEERING**

**Industry Products – Low volume high mix**

- Managed the company through a difficult MRP conversion
- Developed strategies to improve and grow business
- Developed annual objectives and plans to achieve those objectives
- Drove continuous improvement and Lean Manufacturing efforts
- Responsible for all aspects of the organization including delivering on sales, cost, profit, inventory and other key performance objectives
- Full P&L responsibility

**DEC 2013 – JUN 2016**

**PLANT MANAGER, PRODUCTION TUBE CUTTING**

**Industrial and tier 2 automotive**

- Responsible for directing, managing and coordinating all areas of production, operations, engineering, for a high volume and dynamic manufacturing facility.
- Revamped the MRP system to work properly for the business and provide a much higher level of usability and accuracy
- Reduced WIP by 70% by implementing Lean and improving process flow
- Implemented SPC and improved process capability from 1.33 CPK to > 2.0 CPK
- Improved efficiencies in some areas by 35%
- Improved scheduling methods to improve OTD and efficiencies

**FEB 2005 – DEC 2013**

**OPERATIONS & MANUFACTURING ENG MANAGER, JOHNSON ELECTRIC**

**Aerospace, medical, and industrial products**

- Managed 11 production departments, 12 direct reports, 2 shifts, 175 direct laborers
- Converted the plant from an entirely “batch” processing facility to a Lean flow operation
- Reduced WIP by 80%
- Changed the culture to accept and drive change
- Drove resources to achieve continuous improvement in quality, productivity, and delivery goals

SEP 1993 – FEB 2005

**MANUFACTURING ENG MANAGER, PIONEER AUTOMOTIVE TECHNOLOGIES**

**Tier 1 Automotive and aftermarket car audio products**

- Started as a Production Supervisor, promoted to Production Manager over the auto-insertion department, and then moved to ME Manager position.
- Process design and development for new products – Design to delivery
- Design reviews to include PCB layout
- Project Management for new model introduction to include design reviews, and improvement, process design, jig/equipment design etc...
- Process improvements to include efficiency, quality, and lean improvements
- Facility planning and layout for 2 assembly plants (Ohio and Mexico)

JUL 1985 – SEP 2009

**US AIR FORCE & OHIO AIR NATIONAL GUARD**

- Retired as a Senior Master Sargent
- First Sargent
- Avionics Integrated Systems technician for F-16's
- Troubleshoot and Repair avionics components
- Ohio Air National Guard First Sargent of the Year

## EDUCATION

DEC 2009

**MASTERS DEGREE (MBA) – OPERATIONS & SUPPLY CHAIN MANAGEMENT  
FOCUS, UNIVERSITY OF DAYTON**

MAR 2005

**BS, BUSINESS MANAGEMENT, PARK UNIVERSITY**

JUN 1990

**AAS, ELECTRONICS ENGINEERING TECH, ITT TECH**

## SKILLS

- Trained by Japanese experts in the Toyota Production System
- Six Sigma Green Belt
- Excellent problem solving ability
- Love to mentor and train people
- Expert in all MS Office programs
- Lean implementation
- Detail oriented
- High energy
- Analytical
- Great problem solving skills
- Project/Program Management
- Mentorship
- Process improvement

## **ACTIVITIES**

I enjoy playing the bass guitar in the praise band at church.  
I am an avid golfer