

SEAN A. MARCHESE

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CHIEF EXECUTIVE OFFICER – CHIEF OPERATING OFFICER

“Continually learning, sharing knowledge, rolling up the sleeves and getting the job done.”

Accomplished COO with distinguished career as the driving force behind lucrative projects, spearheading corporate growth and providing long-term value. Visionary, engaging leader with proven expertise in corporate strategy development and business performance management and merger integration. With an empowering, thoughtful and high-expectation leadership style, able to set and achieve high standards for self and directed teams.

VALUE OFFERED

- Account Management
- Sales and Business Forecasting
- Cost/Benefit/Financial Analysis
- Cost Control/ P&L
- Training/Development
- Business Planning
- Change Management
- Operational Streamlining
- Project/Program/Engagement Management
- Corporate Strategy Development
- Policy Development
- Profit Building
- Staff Management
- Management Consulting
- Regulated/Non-Regulated Economics

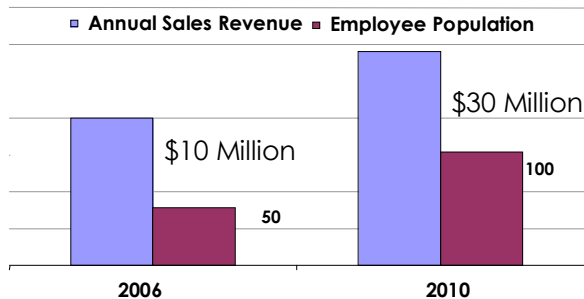
LEADERSHIP CAREER HISTORY

Asset Resources Group

2006-present

ARG is a leading professional services company that delivers comprehensive, scalable asset management, reliability and EAM foundational data services to a diverse and illustrious list of clients throughout the world.

SNAPSHOT



CHIEF OPERATING OFFICER

2007-present

SENIOR VICE PRESIDENT

2006-2007

Recruited as a senior executive change agent to transform 23-year old privately held firm into world-class enterprise asset management consulting organization. Manage full P&L, daily operations and oversee 90% of workforce with six director/VP-level direct reports.

Key Contributions:

Workforce - Implemented strategies to restructure entire organization to align with overall business model and secure variable staffing model contracts. Established career paths, job descriptions, and training curriculum and instilled sense of ownership/accountability. Benchmarked compensation and instituted a prudent gap-closure program.

Process - Redesigned core business processes against best practices for cross-functional departments throughout the organization. Created hierarchal KPI structure supported by new BI software to provide “real time” executive-managerial-operational metrics and developed pricing models/processes to align with consultancy economics. Created budgets and reporting requirements for all functional areas with proper controls and delegation of financial authorities. Developed quick-ramp training programs for new hires and variable resources.

Technology - Restructured IT team; implemented work management system to track, manage and report on issue resolution for infrastructure support and software development. Won approval for purchase and implementation of new accounting system and co-led the implementation with CFO.

LEADERSHIP CAREER HISTORY CONTINUED...

Financial - Developed pricing models that properly aligned with business objectives, implemented pricing and risk review procedures, instituted delegation of financial authority process, developed business development target and management system to properly diversify revenue base.

Overall positive results –
Currently in discussions with three private equity firms with regards to sale.

PERFORMANCE IMPROVEMENT SUMMARY	
2006	2009
<ul style="list-style-type: none"> • Rev: \$10MM • IP Rev: \$0 • GM: 42% • COGS: 88% • OPEX: 54% • EBITDA: (Loss) • Realized Rate: \$155 • Avg. Utilization: 65% • Top Client: 75% of rev. 	<ul style="list-style-type: none"> • Rev: \$24MM • IP Rev: \$3.1MM • GM: 58% • COGS: 62% • OPEX: 41% • EBITDA: (\$4.6MM) • Realized Rate: \$310 • Avg. Utilization: 80% • Top Client: 35% of rev.

Dagger Consulting, LLP

2000-2006

Professional services company providing services to Fortune 500 companies including human capital, strategy and operations.

SENIOR MANAGER, ENERGY PRACTICE

Provided professional services to Fortune 500 clients focused on improving their business performance through the development and implementation of new or expanded corporate strategies, process improvements and system implementations. Responsible for developing the client base, delivering profitable engagements and developing the practice (recruitment and retention, IP development and practitioner development).

Key Consultative Engagements

INDUSTRY/CLIENT	SERVICE AREA	SERVICE LINE	ROLE	CHALLENGES/ACCOMPLISHMENTS
Energy/ S.A. merchant energy generator	Strategy/Operations	Operations Excellence	Project Manager	Lead program enabling enterprise asset management improvements in support of a corporate shift from plant-centric operating practices to a portfolio-centric approach.
Energy/ European retail energy provider	Strategy/Operations	Corporate Strategy	Project Manager	Lead client through development of various potential retail energy strategic scenarios for local markets. Utilized best practice frameworks, personally acquired knowledge and intuition combined with traditional financial analysis tools to develop recommendations.
Energy/International Energy Company	Strategy/Operations	Operations Excellence	Project Manager	Analyzed operational readiness to operate in an open market with oversight for “SWOT” team.
Energy/S.A. merchant energy generator	Strategy/Operations	Corporate Strategy	Project Manager	Analyzed supply-chain processes across diverse portfolio of generation assets including nuclear and fossil fuels.
Public Sector	Strategy/Operations	Corporate Strategy	Project Manager	Supported Strategic Management and Analysis division of newly formed federal agency.

LEADERSHIP CAREER HISTORY CONTINUED...

Capital Energy Source 1997-2000
Retail division of large integrated power utility marketing energy commodity to commercial and industrial market segments in North America and Europe.

VICE PRESIDENT, MARKETING AND SALES 1998-2000

VICE PRESIDENT, MARKETING 1997-1998

Developed and grew a newly formed retail energy entity focused on retail commodity (natural gas and power) and energy products and services.

Key Accomplishments

- Collaborated with President, CE Corporate and Boston Consulting Group (BCG) to develop newly formed entity.
- Developed an integrated strategy, business model and product line to fully leverage the available open markets while maintaining corporate profitability requirements.
- Successfully expanded from regional provider to national provider in appropriate markets.
- Actualized \$125 million in revenue, running at 5% net margin.

Access Energy Corporation 1992-1997

Access Energy Corporation a leading operator of community energy systems in South America. Access operates efficient central plants, staffed around the clock with highly trained, well supervised crews. From these central production plants, Access distributes steam, hot water, and/or chilled water to customer buildings through underground pipelines.

VICE PRESIDENT, BUSINESS DEVELOPMENT AND MARKETING 1994-1997

DIRECTOR OF MARKETING 1992-1994

Oversight for hiring, training and supervising a sales staff of 12 while managing an annual budget of \$5 million. Secured more than 75% of client base in long-term contracts. Successfully restructured price schedule/tariff to flatten cash flow, ensuring more capacity versus commodity.

Baltimore HTS Company 1992-1997

Baltimore Aircoil Company develops innovative, cost effective heat transfer solutions for its customers and is an established global leader of factory assembled evaporative heat rejection and thermal storage equipment.

SENIOR SALES ENGINEER, COOLING TOWERS 1991-1992

SALES ENGINEER 1990-1991

SENIOR PRODUCT MARKETING TECHNICIAN 1988-1990

PRODUCT MARKETING TECHNICIAN 1987-1988

Supported field sales force, provided direct sales to corporate end users and expanded alliance partner program.

EDUCATION

Master of Business Administration, Executive Program, University of Maryland, College Park, MD
Bachelor of Civil Engineering, Structural Concentration, The Johns Hopkins University, Baltimore, MD

PRESENTATIONS

- Business Case Development: The Absolute Model
- Performance Metric Design for Best Business Practices
- Rational Asset Portfolio Management

Project Notes:

My client was concerned with how to position himself as a strong leader without taking the focus off of his tactical abilities and involvement. He also wanted to let potential employers know right away that although he is “more mature”, he is still someone with drive and “likes to get his hands dirty”. Our initial strategy was to set the tone of his résumé by establishing this message and we brainstormed for a tag line that would compel the reader to see what he had to offer.

We augmented his content with graphs and tables to display information in a creative manner, and showcased his consultative assignments by breaking them out in an attractive, easy to read display.

We chose Times New Roman, as this was what the client’s choice and added a little flare by using small caps for headers.

We emphasized career progression to show how the candidate has earned his way to the Executive-Level position and highlighted key contributions, engagements and accomplishments.