

**Jonathan R. Hobgood**  
420 W. Roadrunner Drive, Chandler AZ 85286  
480.861.1449 cell  
[changeagentnow@gmail.com](mailto:changeagentnow@gmail.com)  
<http://www.breakthrutoday.com>

**OBJECTIVE** Leading an international team in a dynamic company to the highest levels of excellence in business processes, resulting in a significant increase in growth, profit, quality, and customer experience.

**PROFILE** Proven cross-cultural leader driving transformational results with extensive experience optimizing operations and supply chain, development, and business processes with a multinational automotive OEM, a high-tech start-up, and dynamic global aerospace repair and overhaul business.

|                  |  |   |
|------------------|--|---|
| <b>EDUCATION</b> | <b>University of Michigan, Ann Arbor, Michigan</b> | B.S.E. in Electrical Engineering, 1988-92 |
|                  | <b>Lehigh University, Bethlehem, Pennsylvania</b>  | M.S. in Mfg Systems Eng. 1995-96          |
|                  | <b>Thunderbird University, Glendale, Arizona</b>   | Executive International MBA, 2005-07      |

## **EXPERIENCE**

### **Honeywell Aerospace, Phoenix, Arizona**

#### **Vice President. Aerospace Supplier Readiness, Integrated Supply Chain. May 2022 to Present**

Launch rate readiness approach and build more capacity and capability in the supply base to accelerate production ramp.

- Developed methodology to demonstrate \$400M+ additional annual revenue impact by increasing supplier input
- Driving strategies such as improved suppliers, multi-sourcing, and planning system changes to reduce supply disruption

#### **Vice President. Corporate Automation. August 2021 to April 2022**

Developed strategy, build capability and partnerships to implement automation and digitization cross Honeywell factories.

- Managed project portfolio to reduce 500+ direct labor required in 2022 across a dozen highest impact factories

#### **Vice President. Engineering, Integrated Supply Chain. February 2020 to August 2021**

Led manufacturing engineering and technology development, 800+ engineers across 30 sites supporting \$14B revenue.

- Reduced manufacturing support costs by \$30M+ while driving performance, including \$27M material productivity, 23% PPM reduction, 13% scrap reduction

#### **Executive-Level Director. Engineering, Platform Center of Excellence. January 2017 to January 2020**

Led electronic avionics design (hardware and core software), 800+ engineers across 18 sites supporting \$3.4B revenue.

- Driving world-class design methods to realize 98% development program milestones and 8%YOY productivity
- Initiated strategic improvements such as rapid prototyping and supplier engagement to reduce development time ~20%

#### **Senior Director. Manufacturing Strategy. January 2016 to December 2016**

Led strategic footprint consolidation, supply chain simplification, and strategic partnering with Contract Manufacturers.

- Typical site repositions result in \$10M annual run-rate save, strategy to reduce 45% direct and indirect labor
- Drove multiple strategic models: turning over complete factories to contract manufacturer or complete outsource

#### **Senior Director. Engineering Mergers and Acquisitions. May 2011 to December 2015**

Leader in due diligence and integration of high-tech acquisitions for CTO, and coach for integration leaders.

- Due diligence and integration of EMS, COM DEV, Aviaso, and Satcom1 resulting in \$826M annual revenue increase
- Implemented standard methodology for due diligence, assessed 500+ company targets, on teams preparing 20+ offers.
- Realized cost synergy of \$6.2m in one year integration (47 of 281 employees) with highest morale and 100% on plan
- Developed frameworks to optimize due diligence, including assessments for sites, talent, technology and cost synergy

#### **Senior Director. Engineering Globalization Outsource and Business Management. October 2007 to April 2011**

Led 125 person global team to drive operational improvement with Engineering leadership on \$1.6B annual RDE.

- Resolved globalization barriers to grow emerging market technical resources to 3,800 FTE, saving >\$50M in labor cost.
- Optimized engineering subcontract and outsource to save >\$9M annually, 50% supply base reduction.

#### **Director. Honeywell Operating System and Six Sigma. Global Engines Business. July 2005 to October 2007**

Drove global continuous improvement transformation in \$4billion business, including machine shops and assembly.

- Managed 42 Lean Experts, Master Black Belts, and Black Belts in 23 plants in North America, Europe, and Asia
- Drove pull systems across engine value stream thru 11 factories and >80 suppliers resulting in >\$1.5M inventory savings while improving customer delivery from 0% to >40% within three months.

## **Resume: Jonathan R. Hobgood (continued)**

### **Lean Master Black Belt. Global Supply Chain and Operations. Aftermarket Business. March 2003 to July 2005**

Developed global overhaul operations and supply chain strategy for engines, Auxiliary Power Units and components.

- Determined global operational metrics and processes, rationalization, and supply chain strategy across 21 global sites
- Developed "Lean Recipe for Repair and Overhaul" across all sites, operational improvements in typical kaizen event: Turn-Around-Time from 23 days to 10, WIP from \$210k to \$125k, On-Time-Delivery from 62% to 94%
- Global Distribution Center lean project: 19.8% productivity & 54% pick-to-ship cycle time improvement within 2 months

### **HPower, Public Fuel Cell Startup Company, Charlotte, North Carolina (now Plug Power)**

#### **Director of Operations and Quality. February 2002 to March 2003**

Developed lean business and manufacturing processes to commercialize 1kW and 5kW fuel cell products.

- Launched new fuel cell stack product with 73.7% yield and 45% productivity improvement within two months
- Developed and implemented key operational initiatives: monthly scorecard and management reviews, defect analysis, lean assembly techniques, design reviews, facility maintenance, supplier assessments, and OSHA complying practices.

### **Visteon, Product Development (Ford Spin-off), Dearborn, Michigan**

#### **Product Development Processes Manager and Six Sigma Master Black Belt. June 2000 to Feb 2002**

Led team of 50 engineers, designers, black belts to deploy global product development & business processes.

- Developed and deployed complete Visteon Product Development Process company-wide (concept through launch)
- Implemented prototype business processes company-wide to recover \$18M annual revenue (Six Sigma project).
- Launched a design center in India to lower design costs by 42% and work around the clock to speed development.
- Example project: \$464,000 annual reduction in small motor design labor costs, FPY improved 142% within 6 months.

### **Ford Motor Company-Visteon, North Penn Electronics Facility, Lansdale, Pennsylvania**

#### **Plant Materials Manager. September 1999 to June 2000**

Managed supply chain for all incoming materials, plant internal material flow and traffic inbound and outbound.

- Managed 100 suppliers, 2000 purchased parts (\$1.8M/day), 2 receiving docks, 11 salary and 60 indirect employees.
- Optimized material flow in 700k sq ft facility, launched JIT third-party warehouse and pull systems for materials delivery
- Reduced purchased parts inventory from \$10M to \$9M while reducing part shortage downtime 71%, \$150k productivity

#### **Operations Manager. November 1998 to August 1999**

Operations manager for speed control products with annual revenue of \$50M and volume of 3.5M products (4.3sec takt time). Responsible for cost, quality and delivery of products to customers including Ford, Mazda, Jaguar, and Toyota.

- Generated more than \$7M gross profit while directly managing fixed and variable cost totaling \$13M.
- Managed a 24 hour 3-shift operation, 80 direct and indirect laborers, 10 salaried engineers.
- Directed kaizen team initiatives resulting in 18% indirect labor savings, 12% direct labor, and 25% engineering costs.
- Satisfaction and morale of team 9.8% higher than plant average according to annual employee surveys.

#### **Forward Manufacturing Engineer. Program Manager. March 1996 to October 1998**

Championed production launch of 750k annual volume of body electronic modules within one year of project approval. Determined manufacturing processes and controls, and resolved technical issues with designers

- Flexible work station and SMED concepts implemented reducing model changeover times to essentially zero.
- Successfully launched and integrated \$14M dollars of process equipment with a team on time and within budget.
- Championed resolution of all issues with international customers, including Ford, Lear, Johnson Controls, and Keytek

#### **Process Engineer. Speed Control. January 1990 to March 1996**

Implemented process improvements and daily support for all processes and work teams: automation controls, functional and component testing, ultrasonic wirebond interconnect, component placement and solder reflow.

- Implemented computer serialized tracking, real-time test/machine data collection and reports to improve processes.
- Improved substrate functional and ICT test yield from 88% to 95%, improving machine efficiency, reducing retest.

## **CERTIFICATIONS AND HIGHLIGHTS**

- APICS CPIM Production and Inventory Management certification, 2012-
- Certified Lean Master Black Belt by Honeywell, mentored over 30 Black Belts and Lean Experts, trained over 400
- Six Sigma Master Black Belt, certified at Visteon by International Quality Federation, 2002
- Project Management Professional certification from Project Management Institute, 2000-
- Associate at North Penn Electronics Facility when it won 1996 Shingo prize and 1993 Industry Week's Best Plant award
- Local church leadership, bible study group leader, local drama acting and lighting teams, 1993-

## **REFERENCES** Available upon request.