

William James (Jim) Lane

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Change Management Project Director for “Organizations in Transition” Project/PMO Manager – Business Process Improvement Six Sigma and DMAIC / DFSS Champion Product Marketing General Manager Real Estate & Investments Sales Property Management Operations and Consulting

- Six Sigma Certified. PMP Certification pending. Previously held Series 7 / 63 License for Securities and Investment Products Sales (with UBS Securities). Active NC Real Estate Broker (since 1994) Certified HBDI and EAGALA for Organizational Development and Innovations. Life and Health Insurance Licenses.
- Active in teaching Business Leadership and Financial Systems / Business Process Improvement as part of Programs at NC Chambers of Commerce and NC Community Colleges
- Strong Financial Management in Mergers and Acquisitions, Divestitures and Realignment of both small and large organizations, including International. Placement of long term financing for growth through new products, business restructuring and shut down of old products and facilities
- Consultant in Real Estate Property Management for both Owners and Communities (HOAs); assisting Business Owners in seeking and managing sources of funds for business growth and improvement
- Experienced Team Leader and Business Manager, who has successfully led Project Teams to design, produce, improve and market products and services in both industrial and consumer markets.
- Member of the Board of Directors of a high tech, start-up company and Leadership Consultant for hundreds of business managers to implement Business Systems and Methods.
- Developed “Natural Leadership” approach to Organization and Personnel Development, with focus on strengthening individual and team capabilities for empowered business growth and vitality.
- Expertise aligned with the DMAIC approach of Six Sigma and Project Management in:
 - **Project Management**
 - **Product Marketing Management**
 - **Leadership / Six Sigma Projects**
 - **Financial / Strategic Management**
 - **Property Management and Real Estate Consulting**
 - **New Product Development / Design For Six Sigma (DFSS)**
 - **Training and Organizational Development**
 - **Business Process Improvement / Realignment**

Most Recent Consulting Projects:

- Change Management Consultant for Fortune 100 Company during Business Unit Divestiture; Project Management and Organizational Design / Training and Implementation of five locations into one
- Organizational Design and Leadership Workshops for Major Medical Provider in NC for Doctors, Staff and Business Development Senior Management
- Change Agent for introduction of Business Process Improvement methods and systems; trained 300+ business owners in accounting and business software for improved operations and sales
- Project Manager and Lead Trainer for Medical Practice Software, Allscripts TouchWorks eRx+, for 35 Medical Practices supported through Blue Cross/Blue Shield of North Carolina;
- Financial Management and Business Operations Management focused on “Bottom Line” Results; Founder/Owner of on-going Consultancy for Financial Management / Accounting

EMPLOYMENT HISTORY

CENTER FOR NATURAL LEADERSHIP – PROJECT & CHANGE MANAGEMENT Charlotte NC **1989-99 / 2005- Present**
Founder, Principle Consultant – Business Process Improvement, Organizational Change, Leadership
www.naturalleadership.com

- Project Manager and Lead Trainer for Medical Practice Software, Allscripts TouchWorks eRx+, for 35 Medical Practices supported through Blue Cross/Blue Shield of North Carolina.
- Change Agent for introduction of Business Process Improvement methods and systems; trained 300+ business owners in Accounting and CRM/ Marketing methods and software for improved operations, profitability, new product development and business development. Six Sigma training
- Developed “Natural Leadership®” methods for Six Sigma and Project Management Teams to improve performance and results. Taught Leadership Courses for Project Management Institute Professional Development; served on PMI Charlotte Chapter Board as AVP Education.
- VAR and Trainer for Customer Relationship Management and Accounting Software Packages; Instructor for Small Business Management Courses at two NC Community Colleges

LOWE’S COMPANIES / VAST MARKETING, Charlotte & Mooresville, NC **2000 – 2005**
National Training Manager – VAST Marketing (Vendor Service Group, Fashion Lighting)
Sales / Marketing Specialist – Lowe’s Companies (Flooring, Lighting, Home Décor Categories)

- Published new training program for Fashion Lighting training at 1000+ Lowe’s Stores
- Led introduction of Six Sigma; designed new quality reports, improving Training Division results 10%
- Designed and recommended new Training Program for Lowe’s Associates to increase training efficiency by 30% and reduce cost per training hour by 35%.

GENERAL ELECTRIC LIGHTING SYSTEMS, Hendersonville, NC **1999 – 2000**
Product Marketing General Manager, Indoor Lighting Products

- Team Leader for \$65 Million Lighting Fixtures Product Line; increased Gross Margins by 5% to > 40%
- Revamped Strategic and Tactical Business Plans as part of total business revitalization, reducing SKU’s and inventory costs by 8%; negotiated and managed contract for 6 major industrial plant lighting systems, including complete financial and technical specifications and project for installation.
- Managed and Directed New Product Development, Sales and Distribution, Marketing Promotions, and National Accounts Teams; Introduced 3 new products and redirected 13 different product families toward higher gross profit and renewed revenue growth from declining to increasing 10%

STORK SCREENS AMERICA, Charlotte, NC; Boxmeer, The Netherlands **1985 –1989**
Business Development Manager, North American Operations

- Managed, researched, developed and implemented the start-up of a new product line.
- Added Sales equal to 6% to the U.S. operations in the first year ... exceeded profit targets by 50%.

HOECHST-CELANESE INDUSTRIAL FIBERS, Charlotte, NC **1976 – 1985**
Senior Development Engineer –Strategic Planning / New Ventures & Acquisitions

- Introduced 8 new synthetic fiber products into non-woven, automotive fabrics, industrial thread, and carpeting markets, increasing product line by 10%; authored and implemented new strategies for business growth and product development, including mergers and acquisitions.
- Conceived, devised and wrote the initial Management Plan for Corporate Innovations Program, leading to entirely new business units. Handpicked to serve on Sr. Level Strategic Planning Team.

EDUCATION / CERTIFICATIONS

- ❑ **M. S. E. and B.S.E Aerospace Engineering**, The University of Michigan; Cum Laude, Tau Beta Pi National Science Foundation Teaching Fellowship
- ❑ **Six Sigma Green Belt and PMP (Project Management Professional)** PMP Certification Pending
- ❑ **HBDI® and EAGALA® Certified** Consultant for Innovation and Organizational Development
- ❑ **Design for Six Sigma (DFSS)**, Product Marketing and Strategic Planning Management General Electric Lighting Systems; **Six Sigma Team Leader**, General Electric Product Development

PROFESSIONAL ORGANIZATION LEADERSHIP

- ❑ USAF Commission, Active Duty; USAF Scholarship
- ❑ Project Management Institute (PMI®) -- Asst VP Education, Charlotte Metrolina Chapter
- ❑ Chamber of Commerce, Hickory Nut Gorge, Lake Lure, NC -- Vice-President and Director
- ❑ Computer Users Group and NAIC® Investment Group, Hendersonville, NC – VP Education
- ❑ Toastmasters International® -- Club Charter/Founding-Member, Hendersonville, NC
- ❑ Center for Natural Leadership® -- Founder and Consultant / Trainer; Leadership Development and Project Management through applications of Equine Assisted Learning & Communication.

References

Available Upon Request

Send request to wjlane@mac.com

or through Center for Natural Leadership website: www.naturalleadership.com