

STEPHEN H. YOUNG

stephenyoung@comcast.net

1104 Shades Circle SE • Huntsville, AL 35803 • C: 256-527-3466 • H:256-880-6331

PROFESSIONAL SUMMARY

Program Management • Proposal Management • Financial Management

Executive manager with sound knowledge of entire business process — from initial business capture to execution. Excel at reengineering and process improvement. Use strong interpersonal, communication, and organizational skills to maximize performance — recognized by C-level management for successful record of productivity increases, cost reductions, market share gains, and proposal wins. Quick to identify root causes of problems and offer useful solutions or alternative action plans. Current Top Secret Security Clearance.

Core Competencies

Strategic Planning
Marketing Strategies
Sales Revenue Growth

Personnel Management
Training & Development
P&L Responsibility

Continuous Process Improvement
Cycle Time Reduction
Vendor Negotiation

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

HEXAGON AB — formerly INTERGRAPH CORPORATION

1995-2018

Vice President - Hexagon US Federal: 2010-2018

Oversaw proposal development and program management for wholly owned subsidiary, established to provide Hexagon products and services to the US government. Principal areas of responsibility: Force Protection, Geospatial Systems, Aircraft Maintenance, Facilities Management, Cyber Security, Ruggedized Hardware, Support Services.

- Improved proposal processes from Bid/No Bid through Final Review. Achieved proposal win rate of over 75%.
- Directed Program Management Office. Processes implemented allowed Hexagon US Federal to achieve ISO 9000 certification.

Vice President – Intergraph’s Security, Government, & Infrastructure (SG&I)

Business Development Proposals: 2005-2010

Principal focus areas: Homeland Security and Public Safety; Utilities and Communications; Military Geospatial Intelligence; Federal, State, and Local Governments.

- Reengineered proposal process to improve response quality and consistency. Improved proposal efficiency by over 750% — \$637M for 2007 over \$75M for 2004 in Public Safety and Homeland Security — with only 7.5% staff increase.

Business Unit Manager - Commercial Programs: 2004

Headed newly formed Commercial Programs Business Unit within Government Solutions Division (GSD). Held profit/loss responsibility. Established close working relationship with Intergraph’s Power, Process, and Marine Vertical to expand its offerings.

- Revenue and contribution margins for 2004: \$5.6M and \$145K, respectively.

Manager - Program Management: 2000-2003

Headed program management within GSD, with profit/loss responsibility. Initially oversaw Department of Defense Business Unit — with \$63M revenue in 2001. In charge of all GSD programs, beginning in 2002: \$123M. Established standard program review templates, metrics, management training, and reporting.

- Exceeded all business objectives in 2001, 2002, and 2003 by at least 20% in all metrics.

Business Capabilities Manager - Financial Systems: 1995-2000

Managed team of 70+ people — subject matter experts and system/process engineers — from requirements development to deployment.

- Project Lead for process engineering and system engineering of LPD-17 — newest class of Navy amphibious ship. Led effort to define and document ship design processes and system requirements.
- Exceeded all business objectives in 2000 — actual orders by 20%, revenue by 75%, margins by 25%.

UNISYS CORPORATION

1991-1995

Manager - Marketing: 1993-1995

Refocused marketing effort on 3 business areas: Training Systems, Electronic Document Management, Repair Operations. Assigned capture managers to specific targets of opportunity.

- All 3 areas diversified with commercial sales in 1994. Win percentage improved from 42% in 1992 to 88% in 1994.
- After 2 years of flat orders, orders increased 16% for 1994 and 18% for 1995.

Manager - Program Management: 1991-1993

Principal product line: Standard Live-Fire Training System for US Army. Introduced portable radio-controlled training system. Installed all training ranges on schedule and below target cost.

- Markedly improved program's financial performance. Boosted manufacturing margin from -6% in 1991 to +23% in 1993 through increased emphasis on schedule performance, defect detection, and cost-tracking.

GENERAL ELECTRIC COMPANY: 1979-1991

Manager, Finance - Automated Systems Department: 1990-1991

Held full profit/loss, controllership, and compliance responsibilities for department focused on design, production, and support of automated test equipment for military applications. Supervised 20 employees in Operations Analysis, Program Accounting, Cost Estimating, Contracts, and Compliance.

- Achieved 1991 sales of \$85.8M over \$37.2M for 1990.
- Analyzed \$647.5M Consolidated Automated Support System (CASS) development and production contract. Found company's projected investment in development understated — with projected 25% loss in production. Due to improper exercise of option, was able to renegotiate contract and, by working with functional managers, identify potential customer benefits. This resulted in additional funding of existing contract at a profitable position.

Program Manager - SPEAR: 1989-1990

Managed GE Electrical Distribution and Control's largest product redesign — Switchboard and Power Panel product lines: \$50M. Prepared realistic program schedule, supported by all functions, meeting committed product introduction dates. Qualified, selected, and negotiated with domestic and international automation vendors.

- Reduced manufacturing cycle times from 3-8 weeks to 3-12 days.
- Increased productivity 45%.

Previous Positions: 1982-1989

Manager - Product Cost Integration; Manager - Component Plant Financial Analysis
Financial Analyst; Manager - Operations Analysis; Corporate Auditor
Financial Management Program

- Developed integrated system that analyzed total business costs by product line for first time. This led to pruning one product line and redesigning another to lower cost. Additionally, it enabled contribution margin analysis of sales by district. This identified areas where competition was forcing lower margins.
- Received management award for actions taken to ensure meeting 1987 financial commitments by maximizing US federal tax advantage provided by Puerto Rican plants.
- As Manager of Operations Analysis, drove 15% market share growth, 100% productivity increase, and cycle time decrease — from 1 week to 1 day.

EDUCATION

Ursinus College - Collegeville, PA
Bachelor of Arts - Economics