

ROGER SOVIS

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Operations & Project Management Leader

SUMMARY

Strategic result-driven operations leader providing project, production and operations management for organizations including those focused on custom fabrication, new technologies and manufacturing. Proven outcomes developing operational processes by utilizing innovative problem-solving, effective communication and strong organization skills. Demonstrated success managing multiple projects. Experienced in high growth and established corporations.

Operational and General Management expertise:

- Process & System Development
- Production Management
- Budget / Fiscal Management
- Project Management
- Cross Functional Team Management
- Team Supervision & Collaboration
- Exceptional Presentation Skills
- Excellent Written & Verbal Communication

PROFESSIONAL EXPERIENCE

EEI Global, Rochester Hills, MI

(08/2015 - 11/2019)

Award-winning experiential marketing firm known for bringing brands and their markets together by developing unique experiences using customized displays and integrating the latest interactive technologies. Clients include BMW / Mini, General Motors, FCA, Jack Morton Worldwide, ABB, Case IH, Denso and Magna.

Director of Operations / Production

◆ Innovative Problem-Solving

Solved daily and long-term problems while directing Engineering, Project Management, Purchasing, and overall shop fabrication and production of custom exhibits and displays. Drove the development of enhanced engineering processes to gain production efficiency and consistency. Managed projects.

SHOP PRODUCTION

Identified a long term problem with a material that had been resourced and relied upon for years. After researching, testing and collaboration with all stakeholders, changed to a different material.

Results:

- Estimated cost savings range of \$32 - \$195 in labor per fabricated property, determined by the complexity of the custom unit being produced.
- An additional savings of 13.4% and 7.4% per sheet purchased, depending upon which material thickness a project required.

ENGINEERING PROCESSES

Led the Engineering team and dove into identifying areas to improve processes to gain efficiency and recognize consistency. Drove the group to develop and implement solutions. Enhancements included:

- Revision, updating and consolidation of all drawing templates into three types.
- Development of a semi-automated primary and secondary tagging process.
- Determined consistent tag identifiers for materials and finishes and established a process for future additions.
- Created media graphic tagging nomenclature and process that translated through the production process, all the way to the end-user during property construction and build out.
- Established a library of commonly used parts which allowed existing sub-drawings to be transferred into new projects.

Results: Improvements yielding the following estimated cost savings:

- A 30% decrease in engineering labor during drawing creation.
- Average range of \$32 - \$130 in labor cost per fabricated property, determined by the complexity of the custom unit being produced.

EMC2, Auburn Hills, MI

(09/2013 - 08/2015)

Experts in the design, engineering and building of meter-mix dispense systems for manufacturing a diversity of products including the recreation, medical, green and automotive industries.

Vice President of Operations

◆ **Result-Driven Leadership**

Instrumental in organizing and streamlining of Spare Parts, Customer Service, and on-site service operations.

SERVICE REVENUE

Standardized service fees by implementing the following changes:

- Added fees to part orders using a tier system based upon the level of service provided during part identification and repair consulting.
- Pre-determined markup and fees to be quoted and added to travel costs related to on-site services.
- Initiation of service contracts, renewable on an annual basis.

Results:

- A service fee revenue increase of over 400% annualized by capturing “lost” billings and “giveaway” service. Projected second year growth of 17%.

EEL Global, Rochester Hills, MI

(09/2012 - 09/2013)

Construction Project Manager

◆ **Excellent Organization**

Under tight budgets and strict timelines successfully managed to completion high profile custom fabricated projects for Chevrolet, Gildan, Meritor, ABB and others.

Power Panel (Contract), Detroit, MI

(11/2011 - 11/2012)

A start up company that engineers and manufactures custom solar panel systems that supply both electricity and hot water (PVT).

Plant Manager

◆ **Operations Developer**

Operations started with hand assembling test panels with zero units for sale. Drove development of plant operations from layout of an empty plant floor to equipment installation and mass production of PVT solar panels.

Results:

- Successful creation of a semi-automated manufacturing line producing the first \$1M in Sales.

Bluewater Technologies, Southfield, MI

(10/2009 - 10/2011)

A technology driven company offering custom audio and video solutions for exhibits, trade shows, live events, in-store signage and displays, and corporate AV integration. Clients include Wells Fargo, General Motors, Jack Morton Worldwide and Meijer.

Operations Manager, Live Events

◆ **Effective Management**

Managed department of 25+ employees over two company locations, executing over 400 events annually while company grew from approximately \$34 M to \$42 M.

WAREHOUSE OPERATIONS

Working with the warehouse team, implemented the following changes to improve order fulfillment:

- A regimented protocol to check all road cases and equipment upon return from show.
- Creation of a color tagging system to clearly identify checked cases as complete or having broken or missing items.
- Proper documentation and management of item repair and replacement.

Results:

- A 180 degree turnaround of warehouse operations from little or no trust in order fulfillment to 100% trust by all stakeholders.

George P. Johnson Company (GPJ), Auburn Hills, MI (10/2004 - 02/2009)
Premier experience marketing agency providing leading companies innovative marketing solutions that motivate their audiences and activate their brands through live experiences. Clients include IBM, Cisco, Motorola, Cessna Aircraft, General Motors and Chrysler LLC.

Production / Project Manager

◆ **Result-Driven Leadership**

Managed construction and fabrication of over 100 custom exhibit and graphic projects with budgets ranging from \$2 K to \$7.3 M. Drove production process from design approval and engineering phases through installation phase. Directed team of supervisors in installing and maintaining exhibits at over 80 events annually. Volunteered and developed critical roles beyond daily responsibilities.

Results:

- Achieved nearly 98% under-budget success rate with near 100% on-time delivery record.
- ESOP Committee leader, educator and presenter for over 450 employee owners.

Business Consultant / Project Manager, Detroit, MI (11/2001 - 09/2004)
Drove development and improvement of operations for both start-up and established companies in marketing and electronic data transfer and storage services. Managed projects from client approval to complete installation of commercial office interiors including design, procurement, budgets and warranty issues.

GTN Inc., (RingSide Creative) Oak Park, MI (09/1998 - 11/2001)
A provider of digital audio, video and interactive content development, storage and delivery services for advertising agencies and Fortune 500 companies.

Managing Director of New Media

◆ **Result-Driven Leadership**

Managed daily operations of new media services including project management, production, client relations, staffing, accounting and P&L. Assisted in establishing company as market leader in electronic delivery services.

Results:

- Delivery options increased by 100% while reducing delivery time up to 75%.
- Realized service contract cost savings of 30% annually.

EDUCATION & TRAINING

M.B.A. - Strategic Management, Azusa Pacific University, CA
Bachelor of Arts, Michigan State University, MI
Leadership Oakland LOXXIX

COMMUNITY INVOLVEMENT

Leadership Oakland (09/2018 - Present)
A non-profit organization in its 30th year that educates and trains existing and upcoming leaders from Southeast Michigan, while creating a diverse and influential network of regional leaders.

Program Graduate LOXXIX (2019) and Volunteer

Support educational and training events for the Cornerstone program, and serve on both the Judicial and Alumni Reunion committees.

House of Providence

(12/2018 - Present)

Provides a therapeutic and familial environment for some of the most traumatized minors who are languishing without the prospect of a long-lasting family of their own. They offer a safe and secure home for Michigan's foster youth to stabilize and thrive, find hope, healing, and a permanent family.

Volunteer

Leading a team of over 50 individuals, spearheaded the creation and installation of a playground, chicken coop and chicken run. These properties help strengthen the familial home environment and provide additional avenues of healing. Continuing support today by donating time to fulfill various other needs.

EDPA Great Lakes Chapter

(05/2019 - Present)

Founded in 1954, The Experiential Designers and Producers Association (EDPA) is recognized internationally and serves thousands of professional members representing more than 300 corporations across 18 countries.

Board Member

Serving on the Great Lakes Chapter Board to increase the positive impact of the EDPA in our region.