

# ARTHUR S. PANTELIDES

arthurp@cox.net arthurapx@yahoo.com

904 Charnell Drive, Unit 300  
Virginia Beach, Virginia 23451  
United States

Home : (757) 491-6363  
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## PROFESSIONAL SUMMARY

Over 20 years experience in the heavy industrial, automotive, as well as consumer-related gear markets working in international manufacturing operations. Extensive technical team and managerial operations background including responsibility over P&L, Human Resources, IT, Customer Service, Procurement, Production Planning, Engineering, Manufacturing, Quality, and Maintenance.

### **SUMITOMO DRIVE TECHNOLOGIES, Chesapeake, Virginia, USA**

Oct. 2013 – Present

#### **Senior Director of Strategic Planning and Control**

- Responsible for the creation of the corporate strategic goals and plans relating to 12 operational manufacturing and assembly facilities in North and South America.
- Responsible for Product Strategy, Management, and IBT / Profit
- Corporate Project Planning and Execution of Internal Strategic Projects
- Operational Control of Product and Order Engineering & Design, and Marketing Teams

May 2007 – Oct. 2013

#### **Director of Engineering**

- Additional responsibility of Interim Director of Operations ( Oct. 2012 – Jan. 2013 )
- Operational responsibility over the Quality Management Team ( from Jan. 2011 )
- Responsible for the daily, operational, as well as the long-term strategic direction of the Engineering Group consisting of : Product, Application, Design, and R&D Engineering Teams
- Established a Professional Development Program within the Engineering Group
- Established and formalized a daily-transactional as well as a strategic key operational Metrics Systems within all the functional areas Teams of the Group
- Formalized the Group's Technical Information Management System (including Drawings) into a more intuitive, systematic, and easily-accessible structure
- Lead and managed a strategic corporate project in which all regional facility engineers and engineering processes in North, Central, and South America were integrated under a centralized structure within headquarters in Virginia

### **MG MINIGEARS NORTH AMERICA, Virginia Beach, Virginia, USA**

Jul. 2002 – Apr. 2007

#### **Operations / General Manager**

- Established detailed 5-Year Business Plan for the overseas operation of the company; the plan was accepted and fully implemented by the corporate headquarters in Italy
- Formalized key operational metrics in : Sales & Marketing, Manufacturing, Logistics, Quality, Purchasing, Engineering, Customer Service, and Human Resources
- Managed all US Dollar & foreign currency cash accounts for the \$25 million+ annual sales manufacturing operation; also managed hedging agreements for multi-currency transactions
- Led Company's Leadership Team to Establish :
  - Formal capex & annual operations budgets with clearly-defined goals, objectives, ROI
  - Performance management, involvement, incentive, and employee recognition systems
  - Formal production vs. manpower evaluation system
  - Systematic machine / job transfer process between headquarters and local operation
  - 6 Sigma, 5S, and Lean Manufacturing programs
  - Production machine-maintenance database system
  - Marketing and name-recognition campaign for the company
  - Management Information, Communication and Reporting System integral to headquarters

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## Key Management / Operational Results as Operations / General Manager

- ⇒ Sales Growth of **23%** with **Net Profit** growth of **1200%** within 18 months
- ⇒ Overall expenses reduced by **19%**
- ⇒ Average total parts manufactured monthly increased by **32%**
- ⇒ Production efficiency improved by **17%** , scrap rate reduced by **68%**
- ⇒ Quality Rating Score (based on shipments) increased from **73%** to **97%**
- ⇒ **ISO-9001/2000** and **TS16949** quality system certifications on 1<sup>st</sup> attempts (2003)
- ⇒ Overall increase in Total Sales of **81%** within 3 years and doubled within 5 years

Jul. 2001 – Jul. 2002

## Engineering & Design Manager

- Established the short and long-term Corp. Engineering Plan & Strategy; actively participated in management meetings required for overall corporate strategic and operational planning.
- Hands-on technical support of Sales & Marketing, Customer Service, Manufacturing, Quality, and Purchasing functions in a high-volume manufacturing start-up operation :
  - Assisted Sales Manager by evaluating and determining company's technical capabilities in meeting new potential-customer requests; assisted in new customer development.
  - Directly interfaced with customers and potential customers to evaluate and resolve technical and design issues before proceeding to full production.
  - Served as liaison between local North American customers and parent company in Italy in order to resolve design, technical, and all engineering-related concerns.
  - Identified and developed new local suppliers for needed raw materials, tools, machinery, test and measuring equipment, software, and all other related supplies.

## SUMITOMO MACHINERY CORP. OF AMERICA, Chesapeake, Virginia, USA

May 1996 – Jul. 2001

### Design & Development Manager

- Coordinated global Design & Development efforts of U.S. headquarter operations with UK subsidiary and Japanese parent company by actively leading an international team of 7 Project Managers, Design Engineers, and Technicians from the U.S., Japan, and Germany
- Developed / Executed detailed operational plans relating to all local R&D projects including :
  - ⇒ Launch of 3 completely new gearmotor product lines : Bevel, Worm, Planetary
  - ⇒ Redesign of completely New Generation Cycloidal-type gearmotor product line
- Initially Developed and Managed the Target Industry Program which identified key market segments in which products were introduced. Instrumental in coordinating these projects in terms of design, test, and approval of key product modifications for these new markets.

Sep.1994 - May 1996

## SUMITOMO HEAVY INDUSTRIES Ltd., Nagoya, JAPAN

- Double-Enveloping Wormgear Mechanical Design Engineer / High-Speed Worm Thread Milling Machine Manufacturing Engineer ( hands-on-machine development approach )
- Cyclo Modularization Project Coordinator - key figure coordinating design efforts and communication between Japan Headquarters and U.S. subsidiary operation

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Apr.1992 - Sep.1994 **SUMITOMO MACHINERY CORP. OF AMERICA, Chesapeake, Virginia, USA**

**R&D Departments** : New Product Design Engineer / R&D Project Manager

- Coordinated all design & development activities of a new spiral bevel gearmotor series product line; assisted with the further refinement of an existing helical gearmotor series
- Project Development Liaison to Virginia Tech. (Blacksburg) on various application development projects involving gears and including linear motors

**QA Department** : Quality Assurance Systems Project Manager ( 1/93 - 6/94 )

- Wrote company Quality Policy & Manual and all higher-level procedures; instructed and assisted all department managers in formulating and documenting their procedures; coordinated and personally conducted company-wide project meetings and audits
- Coordinated with 3<sup>rd</sup> party external quality system auditors resulting in a 1<sup>st</sup> attempt successful ISO-9001 certification of the company on 6/94 (one of the first in the area)

## EDUCATION

**GEORGE WASHINGTON UNIVERSITY, Washington DC**

- **Ph.D.**, Doctor of Philosophy in Engineering Management, May 2009  
Dissertation : *Assessment of the Relative Value of Knowledge Transfer Processes to the Success of International Projects*
- **M.E.M.**, Master of Engineering Management, August 2002

**BOSTON UNIVERSITY, Boston, Massachusetts**

- **M.S.**, Master of Science in Mechanical Engineering, May 1991
- **B.S.**, Bachelor of Science in Aerospace Engineering, May 1989

## TEACHING / ACADEMIC EXPERIENCE

**Sumitomo Machinery Corporation of America, Chesapeake, Virginia**

Developed, Coordinated, Taught Internal 18 Month Leadership Development Training Program for the organization

- Module 1: Managers & Leaders, 3/2014 - 8/2014
- Module 2: Critical Thinking & Decision-Making, 10/2014 - 3/2015
- Module 3: Strategic Thinking & Game Theory, 4/2015 - 9/2015

**GEORGE WASHINGTON UNIVERSITY, School of Engineering & Applied Science, Washington DC**

**Professorial Lecturer in Engineering Management ( Graduate / Masters Level Courses )**

- 2009 ~ 2012 - Problem Solving and Decision Making
- 2008 ~ 2012 - Survey of Finance and Engineering Economics

**BOSTON UNIVERSITY, Graduate School of Engineering, Boston, Massachusetts**

- 1990~92 Researcher / Teaching Fellow : Advanced CFD Turbulent Flow Modeling & Aircraft Design Courses
- 1990~91 Graduate Teaching Fellow : Senior-Level Structural Dynamics Course (FEA)

## ACADEMIC PUBLISHINGS

**GEORGE WASHINGTON UNIVERSITY, School of Engineering & Applied Science, Washington DC**

- 2007 *IT in Light Industrial Gear Mass-Production Manufacturing : An Extranet Model for Optimizing Operations*
- 2006 *HPMP : High Pressure Metal Injection Molding Particulation ( R&D Funding Proposal )*
- 2002 *Design & Development of a Student Visa Tracking System for Students Studying in the U.S.*
- 2001 *A Japanese Approach to Knowledge Creation, Transfer, and Product Innovation*
- 2001 *Traditional Japanese Management and Related Socio-Economic Factors*

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## PROFESSIONAL PUBLISHINGS / CONFERENCES

- Hofstede Vectors: A Visualization Approach to Cultural Factors in the Knowledge Transfer - International Business Team Optimization Model, The 19<sup>th</sup> International Academic Conference, International Institute of Social and Economic Sciences, Florence, Italy, September 2015
- Precision Planetary Servo Gearheads, Gear Solutions Magazine, September 2013
- Putting KM to Work : Modeling and Operationalizing the Relationship Between Knowledge Transfer and International Project Success, The 13<sup>th</sup> European Conference on Knowledge Management, Universidad Politecnica de Cartagena, Spain, September 2012.
- Modeling Corporate/Subsidiary Knowledge Transfer and Its Impact on International Project Management Success, The 5<sup>th</sup> International Forum on Knowledge Asset Dynamics, Matera, Italy, June 2010
- An Assessment of the Relative Value of Knowledge Transfer Processes to Project Success, ASME International Mechanical Engineering Congress and Exposition, Boston, Massachusetts, November 2008
- An Assessment of the Relative Value of Knowledge Transfer Processes to the Success of International Project Management Teams, 6<sup>th</sup> International Conference on Management, Athens Institute for Education and Research, Athens, Greece, July 2008
- Riduttori Epicicloidali di Precisione, Organi Di Trasmissione Magazine (Milan, Italy), September 2007
- Precision Planetary Servo Gearheads, Technical Paper #06FTM04. American Gear Manufacturers Association Fall Technical Meeting, October 2006
- Heat Treatment of Small, Mass-Production Gears Innovation 2002 Conference : Technical Leadership in the 21<sup>st</sup> Century, University of Chicago Graduate School of Business, Chicago, IL, June 2002
- Modular Output Shaft Connection for Geared Units Using a Polygon Design ( Japanese Patent )
- Gear Housing Assembly United States Patent : USD447,148S, 8/28/2001 & USD447,489S, 9/4/2001
- Gear Housing Design United States Patent : Des. 431,572, 10/3/2000
- Il Progetto Modulare delle Casse, Organi Di Trasmissione Magazine (Milan, Italy), April 2000
- Clamping Down With Friction, Product Design & Development Magazine, March 2000
- Universally Mounted Modular Gearbox / Gearmotor Housing Design Concept 4<sup>th</sup> World Congress on Gearing and Power Transmission, Paris, France, March 1999
- Universal Mount Housing Construction for Right Angle Gearboxes & Gearmotors United States Patent : 5,816,116, 10/6/1998.

## OCCUPATIONAL AFFILIATIONS

- SPS : The Strategic Planning Society / UK, ( 2015 ~ present )
- SMS : The Strategic Management Society / USA, ( 2015 ~ present )
- ASP : Association for Strategic Planning / Washington DC Chapter, ( 2015 ~ present )
- ATINER : Athens Institute for Education and Research, ( 2013 ~ present )
- IAENG : International Association of Engineers, ( 2010 ~ present )
- AGMA : American Gear Manufacturers Association, ( 1996 ~ present )
- ASME : American Society of Mechanical Engineers, ( 1991 ~ present )
- Advisory Board of the College of Engineering & Technology, Old Dominion University, ( 2010 ~ 2013 )
- Boston University Aerospace & Mechanical Engineering Industrial Advisory Board, ( 1998 ~ 2008 )
- The Japan-America Society of Washington DC, ( 2003 ~ 2009 )
- SAE : Society of Automotive Engineers, ( 2004 ~ 2007 )
- AIAA : American Institute of Aeronautics and Astronautics, ( 1989 ~ 2001 )

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## CONTINUING EDUCATION / PROFESSIONAL TRAINING

- 2015 – University of Saint Andrews (Scotland), School of International Relations.  
*Advanced Certificate in Terrorism Studies* (strategic planning development studies)
- 2014 – MIT, Sloan School of Management, **Executive Certificate in Strategy & Innovation**  
*Global Strategy , International Negotiations , Developing & Managing Technology and Product Strategy*
- 2013 – University of Saint Andrews (Scotland), School of International Relations.  
*Certificate in Terrorism Studies* (strategic planning development studies)
- 2010 – MIT, Sloan School of Management, **Executive Certificate in Management & Leadership**  
*Strategic Marketing , Leadership Strategy , Leadership Accountability*
- 2006 – University of Virginia, Darden Graduate School of Business, **Executive Management Certificate**  
*Leadership , Change Management , Financial Management , Strategic Negotiation*
- 2004 – Certificate in *Strategic Thinking for Changing Markets*, University of Chicago GSB, Chicago IL
- 2003 – Certificate in *Knowledge Management*, George Washington University
- 2002 – Certificate in *Applied Gear Engineering*, The Gleason Works, Rochester, NY

## ADDITIONAL INFORMATION

- 21-month work assignment in Nagoya, Japan working for large Japanese multinational industrial company
- Dual Citizenship US / Greek – Full employment authorization within all EU-Member countries
- Fluent in Modern Greek and Good Knowledge of Spanish Language
- Good Knowledge of Japanese Language and In-Depth Understanding of Japanese Culture
- Business / Personal Travel : Canada, Mexico, Chile, Argentina, Brazil, Iceland, UK, Germany, Italy, Spain, Portugal, Switzerland, Czech Republic, Greece, Turkey, Israel, Japan, Hong Kong, Vietnam