



Martin Staples

Operations Leader

BACKGROUND SUMMARY

Martin Staples is a senior operations leader and change facilitator with over 27 years of global experience, having worked and lived internationally for nearly 15 years. He has led companies in Asia, Europe, and North America with proven success in planning and leading change, developing management teams, designing organizations, and executing global operational and facility strategies. Martin is passionate about fostering a team focus, quickly gaining people's confidence, and getting the most out of his teams. He uses process, structure, and organizational skills to drive results and is a student of continuous improvement, lean manufacturing, and Gemba training.

SELECT EXPERIENCE

Chief Executive Officer
President
General Manager
Vice President of Manufacturing
Vice President of Operations
Board Member

CORE COMPETENCIES

P&L Management
S&OP Implementation
Inventory Management
International Business Development
Six Sigma

EXPERTISE & ACHIEVEMENTS

- **Redesigned manufacturing process flow**, unlocking 11% capacity and increasing productivity by 9%
- **Increased the global on-time delivery** from less than 80% to a historic 94%
- **Developed a new lean manufacturing process** for the precision cooling production line, resulting in a 30% reduction in manufacturing cycle time and a 40% reduction in the manufacturing footprint

PROFESSIONAL HIGHLIGHTS

Emerson Electric: Martin had a very successful career with Emerson Electric and was consistently promoted throughout his tenure, working in several divisions, where he served in roles such as Vice President of Operations, VP of Shared Services, VP of Operational Development, and VP of Manufacturing. He had 6 years of P&L responsibility and over 12 years designing and running multi-plant location operations. Martin was frequently called upon to help underperforming operations improve due to his adept assessments of underlying factors and proficiency in performance turnaround.

As Vice President of Manufacturing for the InSinkerator division, Martin led global manufacturing and engineering operations supporting \$530M in annual sales across two major facilities. He was responsible for planning and executing a restructuring of the manufacturing process while improving on-time delivery and profitability. Martin outsourced non-core production processes to increase finished goods assembly and redesigned the manufacturing process flow to unlock 11% capacity, simplify planning, and increase productivity by 9%. He also managed production through the transition from JD Edwards to Oracle with minimal impact on production and started the Walk Around Review process, resulting in improved production stability.

As Vice President of Operations for the Fusite Division, Martin led global manufacturing and supply chain operations for a \$100M division with six facilities across five countries, driving improvements in performance and efficiency. He increased the global customer-requested on-time delivery from less than 80% to a historic 94%. Martin implemented a global pull system that improved material planning in a business that had 70% of the material produced intercompany. He engineered the effort to reduce the manufacturing footprint while increasing output, cash flow, and profitability. Martin was also a member of the team exploring and evaluating acquisition candidates.