

KENNETH L. GYURE

Lecturer | Operations Executive

Project Management | Supply Chain | Manufacturing | Operations

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Teaching Experience

- **Adjunct Lecturer/Lecturer, University of Arizona – 2006 - Present**
 - Teach Operations Management, Supply Chain Management and Project Management in the MIS Department within the Eller School of Management
 - Have taught numerous courses at the undergraduate and graduate level, including in the non-traditional MBA and Executive MBA programs
 - Successfully facilitated teaching utilizing several modalities – in-person, asynchronous online, live online and hybrid
 - Developed course content from scratch for several courses
 - Served as lead instructor in Project Management for the UA Global Microcampus program, mentoring instructors from Peru, Indonesia and Cambodia
- **Raytheon Leadership Training - 2010 - 2021**
 - Developed course content and executed course delivery for several levels of program leadership internal to Raytheon.
 - Certified as senior trainer by internal learning team, as well as outside consultant.

PROFESSIONAL EXPERIENCE

RAYTHEON COMPANY, Tucson, AZ and El Segundo, CA

2005–2021

Designs and manufactures advanced missile systems and radar systems for US and allied forces / Over \$27B sales and 72K employees at the corporate level. Currently hold Top Secret Clearance.

RAYTHEON SUMMARY: Within two years of joining the company, acquired reputation as a problem solver and entrepreneurial revenue generator. Repeatedly called on by senior leadership to turn around massive problems, cut costs, scale up on short notice, accelerate throughput, and generate revenue from new sources.

Business Area Executive Director, Close Combat Systems, (2019-2021)

Business Area Senior Director, F-15 Radar Programs, (2017-2019)

Site Executive, Raytheon Louisville, KY (2016–2017)

Business Area Director, Close-In Defense Solutions (2015–2016)

Director, Paveway Program (2010–2015)

Senior Manager, JSOW Production (2008–2010)

Program Manager, Various Business Capture and Dev Programs (2005–2008)

As Close Combat Systems Executive Director, I was chartered with merging legacy missile programs into a weapons capability mission area to meet the needs of the US Army and grow sales of legacy missile products. Chartered with evaluating portfolio gaps and creating roadmaps and new products to meet future combat needs of the warfighter.

SUMMARY: Recruited back to Raytheon's Missile Systems (RMS) business unit to lead the Close Combat Systems program area, a portfolio of franchise programs worth over \$1B in sales in the 5 year plan. Effectively a General Manager role for 300-person organization, leading new business development, engineering, production, and sustainment through a team of Program Directors.

- **Management Scope:** Driving growth – the top priority – and re-branding the close combat weapons portfolio of programs to include expanding the utility of legacy weapon systems, mapping the weapon portfolio to customer needs and developing plans to create new weapons to fill gaps in the portfolio offering.
 - ✓ Leading over 300 employees engaged in complete program/product-lifecycle support: new business capture, engineering development, production, supply chain and sustainment of complex weapon systems.
 - ✓ Manage Operations, Supply Chain, Engineering, Project Management, CAPEX, P&L, and employee development, and staffing.
- **New Business Development:** Actively finding new customers – internal (Raytheon), government solicitation, and other avenues – similar to business capture and proposal activities at Raytheon during 2005–2008.

Business Area Senior Director, F-15 Radar Programs, (2017-2019)

SUMMARY: Recruited internally by Raytheon's Space and Airborne Systems (SAS) business unit to lead the F-15 radar product line, a franchise program portfolio for SAS generating over \$750M in sales annually.

- **Management Scope:** Driving growth – the top priority – and re-branding the F-15 platform of programs to include expand the utility of legacy radar systems, including upgrades, expanded customer sets and adjacent markets.
 - ✓ Leading over 350 employees engaged in complete program/product-lifecycle support: new business capture, engineering development, production, supply chain and sustainment of complex radar systems.
 - ✓ Manage Operations, Supply Chain, Engineering, Project Management, CAPEX, P&L, and employee development, and staffing.
- **New Business Development:** Developed and executed a plan for YoY CAGR of over 10%. Brokered deal with Boeing as the sole radar supplier for the new F-15 EX platform.

Factory Site Executive, Raytheon Louisville, KY (Aug 2016–Nov 2017)

SUMMARY: The Louisville factory had tried to implement state-of-the-art SAP, but the system failed, and all production stopped (a "code red" situation for corporate HQ). Dispatched to Louisville, replaced existing management, and organized a large emergency team. Solved the major problems within six weeks. Got the factory up-and-running, and stayed on as the Factory Site Executive – a General Manager role for a 300-person organization– running production, engineering, EHS, and business development.

- Driving growth – the top priority – and branding Louisville site to attract new customers and new sources of revenue. Tearing down obsolete infrastructure, building out major improvements.
 - ✓ Led over 350 salaried and hourly union employees engaged in complete product-lifecycle support: teardown, refurbishment, assembly, test, and final preparation of complex weapon systems.
 - ✓ Managing facilities, maintenance, budgets, CAPEX, OPEX, P&L, EHS, and employee development, and staffing.

Business Area Director, Close-In Defense Solutions, Tucson, AZ (Feb 2015–Aug 2016)

SUMMARY: Based on success with Paveway, transferred to a promotional track leading to Senior Director of Close-In Defense Solutions (Phalanx system) with full P/L responsibility for over \$500M in annual sales. Led new product development, improved delivery, and cut costs. Collaborated closely with prime customer (US Navy) and program overseers in the Pentagon and US Congress.

Paveway Program Director, Tucson, AZ (Sep 2010–Jan 2015)

Scaled up Paveway to match explosive growth: 500% sales, 200% factory, and 200% people.

- **Cut product cost over 50% and regained Raytheon's #1 ranking:** Turned around declining trends by proposing a \$30M redesign for Paveway. Built the business case and persuaded top RMS leadership to approve.
- **Achieved, on average, \$2.7M annual savings:** Continually cut costs. Introduced Lean manufacturing and cut costs – and achieved competitive pricing – across the Paveway product family. Slashed cost of poor quality (COPQ) by over 60% in 2 years via statistical process control (SPC), implemented for Raytheon and suppliers.

JSOW Production Senior Manager, Tucson, AZ (Aug 2008–July 2010) problem

Various Business Capture and Development Roles, Tucson, AZ (Jan 2005–July 2008)

ADDITIONAL EXPERIENCE

Woodward Industrial Controls, Ft Collins, CO, Program Manager: Engine Systems Development

INTEL, Chandler, AZ (2000–2001), Program Manager: Global Supplier e-Business

RAYTHEON MISSILE SYSTEMS, Tucson, AZ (1997–2000), Project Manager: Test Engineering

CUMMINS ENGINE COMPANY, Columbus, IN (1995-1997): Program Manager for Fuel Systems

LOCKHEED MARTIN VOUGHT SYSTEMS, Dallas, TX (1994-1995): Senior Engineer

PROFILE SYSTEMS LLC, Merrillville, IN (1992-1994): Operations Engineer for Wireless Controller.

EDUCATION, PROFESSIONAL DEVELOPMENT, AND AFFILIATIONS

MBA, UNIVERSITY OF ARIZONA, Tucson, AZ, 1999

B.S.E.E., Electrical Engineering, Purdue University, Hammond, IN, 1992

Raytheon Project Management Certification (PM Level 1) • Raytheon Program Leadership courses

Project Management Institute • Institute of Electrical and Electronics Engineers