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Kenny Smith



Ministry Calling

Executive Pastor role in local church

Executive Pastor Strengths

Business

Extensive experience in corporate business
Strong leadership and staff management
Solid communicator and motivator
Comfortable and confident 2nd chair leader
Enables and introduce new technology/process
Experience with SaaS/Cloud, On-prem solutions
Project management skills and experience

Ministry

Experienced church leader
Fiscally responsible
Accommodates church culture
Team builder
Shepherd of the staff
Turns ideas into actions
Implements measurement systems

Chemistry/Character

Calming influence in tense situations
Team player
Consensus builder
Loyal and dependable
Joy to supervise
Heart to serve
Mature walk with the Lord

Business Experience

Oracle Corporation, Irving, TX

2000-Present

(A publicly held \$38B enterprise computer hardware and software company)

Sr. Practice Director, Oracle Consulting: Primavera GBU (2008-Present)

- Manages team of 30-50 consultants, engagement managers, technical consultants, and consulting sales
- P&L responsibility for \$16M consulting practice
- Responsible for managing the three main pillars of a practice: people, process, tools
- Work closely with major account license sales management
- Accountable for operational/financial metrics and overall business results of practice
- Responsible for maintaining strategic direction, ensuring profitable growth of the practice, quality of consulting delivery, and maintaining customer references
- Developed strategy to successfully implement plans to achieve business objectives on scorecard
- Accountable for growing a significant revenue stream and expanding customer current base
- Develop and manage partner network
- Reports to Vice President of Consulting for Oracle Primavera Global Business Unit

Business results: Exceeded utilization, profitability, and revenue goals for first five months under Oracle. Exceeded all business metrics for subsequent fiscal year. Consistently exceeds quarterly margin goals which are increasing at pace of 2% per quarter. Maintained high employee satisfaction with high bonus attainment and efficient management of workload.

Additional responsibility: In May 2009 was given additional team of 15 portfolio management consultants (ProSight) to lead and integrate with existing Federal Practice. In January 2013 was given additional responsibility of 12 SaaS consultants (Skire/Unifier) to lead and integrate with existing practice. Additionally responsible for approximately 10-20 partner consulting resources at any given time.

Primavera Systems, Inc. (Acquired by Oracle Corporation in 2008), Chicago, IL

(A privately held \$210M provider of Enterprise Project and Portfolio Management (PPM) software)

Director, Primavera Professional Services (2003-2008)

- Responsible for management of largest and most strategic account implementations, quota of \$10M+
- Managed vertical practice as P&L with specific annual growth goals
- Managed team (40 total resources, 16 direct employees) of Engagement Managers, Client Solutions Manager, Client Relationship Managers, Trainers, Application and Technical Consultants who manage or staff all aspects of client engagements
- Responsible for working with Sales Team in pre-sales process to respond to RFPs and customer meetings to discuss product implementation
- Upon selection, responsible for contract negotiations, proposal generation, and creation of work orders and final agreements
- Forecast and manage consulting pipeline to insure adequate staffing and utilization of direct and sub-contracted resources
- Develop and maintain relationships with 3rd party firms (Independent Contractors, Primavera Solution Providers and Global Solution Partners)
- Managed the Primavera Implementation Methodology content to insure that best practices and lessons learned from engagements were being captured, stored, and taught to new implementation team members
- Focused effort on repeatability in delivery and supporting a movement to fixed price delivery
- Managed customer relationships at the executive levels to ensure satisfaction and repeat business.
- Reports to Vice President of Professional Services

Business results: Successfully led team of 15 people through acquisition by Oracle, and through the integration process. Met business objectives for revenue attainment, consultant utilization, and practice profitability through a major transition under Oracle. Completed this 7 month transition with no employee attrition. Team has consistently been top performers in consultant utilization and bonus award. Consistently achieved steady 20-25% year over year growth, meeting and exceeding profitability and utilization goals. Developed and deployed new management and staffing processes in order to more effectively manage the practice.

Additional responsibilities: Responsible for managing and maintaining Primavera's Chicago Office and office management staff. Office accommodated 15 field employees, with 3600 sq. ft of office space and training center facility. Lease and vendor negotiation and coordination.

Manager, Professional Services (2001-2003)

- Responsible for Engagement Management team serving the IT and High Technology market segments Grew the PPM team three fold (from two to six consultants) Project and Engagement Managers to customer demand
- Developed standard implementation methodology and associated training content to train internal and external consulting staff
- Served all vertical industries with implementation leadership, and assisted in response to RFP/RFQs to secure new clients
- Created new position of Client Relationship Manager, to manage post-sales interactions with our larger and strategic client base

Engagement Manager (2000-2001)

Responsible for managing client consulting engagements, including all phases of implementation from initial scoping of efforts through end user rollout. Combined business and technical role. Managed Primavera's largest TeamPlay implementation at Motorola (50,000+ users).

Mechanical Dynamics, Inc, Ann Arbor, MI

1995-2000

(A publicly held \$35M provider of engineering and analysis software)

Project Management Office (PMO) Manager (1999-2000)

Managed Corporate Project Office. Conducted requirements analysis, managed evaluation and tool selection process, served as project manager on system implementation of Primavera TeamPlay Enterprise software solution. Responsible for development of training and project audits to insure conformance to processes and standards. Primary system administrator and internal change agent/champion. Departmental lead for ISO quality certification.

Consulting Manager (1997-1999)

Managed major account tool implementation and professional services efforts. Major accounts included: General Motors, Ford Motor Company, Chrysler, Navistar, Eaton, Goodyear, Johnson Controls. Managed group of eight consultants, responsible for proposal generation, staffing, work management, and all client interaction.

Applications Engineering Manager (1995-1997)

Managed pre-sales staff of 5 application resources to support sales and account management efforts to major automotive clients. Primary responsibility was for the Big3, where 75% of the company's consulting work was focused. Managed customer relationships, supported local user group communities, and technical requirements for Big3. Exceeded sales quota each year and qualified for President's Club.

MacNeal-Schwendler Corporation, Southfield, MI

1991-1995

(A publicly held \$100M provider of engineering and analysis software)

Manager, Automotive Integration Services (1994-1995)

Responsible for new business development of integration services arm in the automotive industry. Provided consulting, software integration and customization of entire line of MCAE and solid modeling products.

Supervisor, Ford Motor Company Account Team (Implementation Services) (1992-1994)

Managed on-site consulting team at Ford Motor Company. Managed \$1.5M software development projects annually in addition to a \$650K of integration services and consulting projects. Grew support organization from three to six support engineers, providing support and applications development for Engine, Chassis, Transmission, and European operations. Earned coveted "Customer Satisfaction Award" in 1993.

Application Engineer (Sales) – Aries Technology Inc. - acquired (1991-1992)

Served as lead on-site representative at client site (Ford Motor Company) and managed all client support, technical interface, and business support. Recruited additional members to provide support for other functional divisions inside of Ford.

Ministry Experience

Personnel Committee Chairman

2013-Present

Serving a 3-year term on personnel committee. Currently serving as committee chairman

Accomplishments: implemented standardized salary grid, implemented intern program, standardized and rewrote all job descriptions, instituted a pastor sabbatical program, implemented health care reimbursement benefit for full time staff, initiated standard annual performance appraisal process (using Small Improvements software), conducted financial policy review and provided feedback and recommendations. Managed and monitored two pastor search teams.

Pastor Search Committee Chairman (Worship Pastor)

2014

Worked closely with Senior Pastor to identify and hire interim worship pastor, led the search committee through a 4 month search process. Developed methods to streamline candidate evaluation (dropbox review and spreadsheet tracking). Successfully hired and on-boarded new pastor.

Pastor Search Committee Member (HS Youth Pastor)

2014

Served as alternate on search committee, provided leadership from previous search team. Documented standard procedure and guidelines for search committees.

Sunday School Leader - Worship Team Class

2012-present

Initiated a Sunday Bible study class for worship team to meet a need for those who did not have one due to worship team schedule.

Worship Team Member

2009-Present

Currently serving weekly as lead guitarist in worship team band. Provided leadership for the team during time of transition between worship pastors.

Worship Conferences

2012-2014

Doxology and Theology Conference - McKinney, TX
Austin Stone Worship Conference - Austin, TX

International Mission Trips

2013-2014

Participated in Gods-Eyes clinics where eye clinics were conducted in remote and impoverished areas while sharing the news of Jesus. January trip, served as team member. July trip, served as chaperone for college trip of 16 people in Chame, Panama.

College Ministry Passion Conference

2014

Chaperoned a group of 20 college students to Passion Conference in Houston, TX.

Apologetics Conference (presented by Southwestern Baptist Theological Seminary)

2014

Apologetics presented by Dr. Paul Gould and Dr. Travis Dickinson, Dr. Keith Loftin, Dr. Bruno Molina

Mentor to College Students

2014

Currently discipling two college student men on a weekly basis. One is preparing to go on an 11 month mission trip (World Race) and the other is a college student desiring accountability and a mentor in his life.

Student of Scriptures

2005-present

Participate in weekly mens Bible study meetings led by Senior Pastor and other pastors in the church. Have participated in numerous Bible studies, mens breakfast meetings, and other teaching opportunities.

New Worship Style Launch Team Member

2005-2007

Participated and became key member of launch team to determine feasibility and plan the introduction of new i-Witness Worship Service style. This was a very radical change to church culture, where we introduced a non-traditional, inter-generational, interactive, conversational, multi-sensory, musically diverse worship service at the United Methodist Church of Geneva, IL. Introduced contemporary music and songs to congregation, selected songs based on sermon topics and played guitar on praise band.

Education

Iowa State University, Ames, IA — Bachelors of Science, Industrial Education and Technology

Executive Pastor Training: XPastor Operations Certification (comp. planned: Dec 2015)

Level 1 - Operations (101 Staffing, 102 Communications, 103 Finance complete)

Porterbrook Network (Missional/Discipleship Learning program and Seminary):

Theological Education Curriculum for Discipleship & Ministry (comp. planned: May 2015)

Training/Certifications

Member, Project Management Institute (PMI)
Advanced Project Management Principles (APM)
Accelerating Implementation Accreditation (OD)
Organizational Change Leadership (OD)
Time Management (General)
Project Management (PM)

Member, AFSMI (PS org)
Solution Sales (Sales)
Consultative Sales (Sales)
Value Selling (Sales)
DSG Sales Process (Sales)
Salesforce.com (Sales)

Technical Writing Skills (General)
Six Thinking Hats (Communication)
Effective Negotiations (General)
Project Manager Competency (PM)
Team Dynamics (Teamwork)
Management communications

Spiritual Gifts - top 5

Administration, Leadership, Encouragement, Giving, Shepherding

References

Included in separate document