

# Anthony S. Pashigian

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## **Profile**

I simplify the complex to focus on the vital few tasks to appropriately analyze, decide and prioritize to support growth and turnarounds. I love to lead teams. I work well in small private equity interests or large corporations; on commercial vehicle or automobile parts. I rely on inspiring, the art of the possible, and lead all actions with ethics and integrity. I empower, provide the tools, and track for accountability.

## **Areas of Expertise**

- Purchasing
- International procurement
- Supplier Quality
- Program Management
- Engineering / New Model Development
- Cost reduction / operations benchmarking
- Problem solving / root cause analysis
- People development – team building
- Customer relationships
- Lead international teams (China and Mexico)
- P&L ownership
- Sales/new business development

## **Detroit Manufacturing Systems (DMS) and Faurecia**

**2012 – 10/2016**

### **VP of Purchasing, Programs, Engineering Change, Programs, Advanced Supplier Quality and IT, DMS, Detroit, MI**

- Stabilized, built and trained Purchasing team to operate in SAP. (\$900M in annual spend)
- Discovered and recovered \$1M+ in NAFTA errors. **Result:** +\$1M in unplanned budget pick-up.
- Built an Advanced Supplier Quality Engineering team and processes to manage supplier PPAPs.
- Turned-around 7 Ford new model instrument panel launches. **Result:** Quiet, profitable launches.
- Introduced and implemented a Program Management system for new model launches.
- Developed and implemented engineering change process for 2,200+ changes, annually.
- Reduced engineering change implementation timing from ~44 days to ~6 days.

### **Vice President of Purchasing, Seating, Faurecia, Troy, MI**

- Reversed a trend of high employee turnover. Built a team of 80+ in Purchasing and Supplier Quality.
- 6 Director direct reports responsible for Program Purchasing, Commodity Purchasing, Supplier Quality, Current Production Purchasing, Transportation and Equipment and Mexico Purchasing.
- Delivered over \$13.5M in savings on \$350M in controlled spend (over \$1B in total buy, annually).
- Created a new team for Purchasing and Supplier Quality in Santa Fe, Mexico (Mexico City).
- Actively managed team from crisis to getting organized to world class – 3 distinct organizational states.

### **Vice President of Chrysler Business Unit, Faurecia, Columbus, IN**

- Program Management, Engineering and P&L ownership.
- Drove actions to achieve removal of “new business hold” status at Chrysler.

## **VP – Engineering, Program Management, Purchasing, Sales, Grakon, Seattle, WA**

**2008 – 2012**

Recruited to help transform from a recent private equity acquisition of a commercial vehicle supplier from a small private interest to a structured corporate organization equipped to sustain global growth in North America, Europe and China, with direct reports on all 3 continents. Actively engaged in Board of Directors meetings.

### **Purchasing**

- Created, and personally executed, the LED commodity strategy.  
**Result:** Over 50% cost reduction of the most expensive bill of material component.

### **Program Management (staff of 8)**

- Introduced cross-functional team methodologies; implemented a phased Program Management system; gained functional team buy-in with all senior managers; all manufacturing in China.

**Result:** Implemented a Program Management toolbox to orchestrate cross-functional resources to deliver on new business while eliminating expensive containment and premium freight. Rescued an \$18M revenue

# Anthony S. Pashigian Resume Continued

program (32 SKU's) from trajectory toward failure with executed plans for a smooth launch.

## Engineering (staff of 18)

- Identified and acquired the tools required to deliver on customer expectations for light emitting diode (LED) vehicle lighting applications. Created Optics and Electrical Engineering departments.
- Opened, and staffed with a team of 7, a design and engineering office in Michigan.

**Result:** Transformed from "a few designers" to a lean, capable staff of engineers, industry specialists and designers to simultaneously work on over 90 highly sophisticated products and meet customer expectations with low cost lighting solutions. Implemented technical problem solving to replace trial-and-error approach.

## Sales (staff of 7)

- Created sales strategy, defined sales tactics, and launched sales workbooks to define meaningful targets, assess value and track progress to close on over \$35 million in new and replacement business.

**Result:** Selling through economic downturn and building "Sales ecosystems", at new and existing customers, resulted in sales results that meet stakeholder expectations. Diversified sales into niche automotive market and secured a new customer business awards in Europe and China.

## **Johnson Controls, Inc., Plymouth, MI**

**1999 – 2008**

### **Purchasing Director (2007 – 2008):**

- Led Purchasing benchmarking, lean implementation activity and cost model creation for a \$250 million spend on metal stampings and welded assemblies.

**Result:** Negotiated new contracts, and created roadmaps for existing contracts, to realize an immediate \$4.2 million in savings with a 3 year forecast of \$19.8 million and reduced supply base from 15 to 4 suppliers with global consideration.

### **Supplier Quality Director (2005 – 2007):**

- Led a team responsible for quality of the 2 billion metal, mechanism and fastener components purchased from 250 suppliers, annually.

**Result:** Realized year-over-year commodity PPM (parts per million defective) reduction from over 500 to 8 in 20 months by leading problem solving activity, implementing a supplier performance mean-shift process, and instituting a new business hold procedure for poor performing suppliers.

### **Program Management Director (PMO, PMP training) (2003 – 2005):**

- Successfully launched 10 products with a team of 7 program managers.

**Result:** Successfully launched a revolutionary new family of products. Improved the morale of a neglected team by driving program management discipline and leadership. The team became heavily internally recruited from in subsequent years.

### **Ford Business Unit Program Manager (1999 – 2003):**

- Responsible for P&L for the \$500 million revenue Ford F150 seating program.

**Result:** Quietly launched in 3 assembly plants on time with no containment or premium freight, while overseeing operations with on-site launch management.

## Previous Experience

**1990 - 1999**

I started my career with Ford Motor Company as a Design and Release Engineer working on very customized commercial vehicles. I progressed into the supplier side of the business as an Engineering/Sales Liaison, Engineering Manager and a Senior Program Manager. I was responsible for design and engineering, commercial vehicle special order engineering, design releases, customer relationships and implementing program management systems.

## Education

1990 Graduated  
BS, Mechanical Engineering  
University of Michigan  
Dearborn, Michigan

2007 Graduated  
MBA, Business Administration  
University of Phoenix  
Phoenix, Arizona