

John Walton, EET, B.A., PMP

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Tel.:

Cell: XXXXXXXXXXXXX

PROFILE

John Walton is a PMP with progressive and diverse experience in the development, enhancement and accentuation of business leadership opportunities. A proven and time-tested background in creating business growth through portfolio restructuring, product and platform developments, and personnel initiatives makes him well suited to any corporate enterprise. His personal drive and dedication to the business, technical and human components in project development and management provides consistent and superior project results. His leadership of large and small teams is recognized as exceptional. The team environments created under his direction inspire members to achieve both personal and company objectives that translate into cost effective business solutions and exceptional client relationships.

PROFESSIONAL DEVELOPMENT

Project Management; Time and Team Management; Performance Management; Problem Solving and Decision Making; Influence Building, Using & Sustaining; Selling Ideas; Creating Customer Focus; Negotiation Skills / Listening; Defect Prevention and Root Cause Analysis; CSA/UL & ISO/TL 9000 Certification; WHMIS (Safety) training

CAREER SUMMARY

ABC NETWORKS (ABC TELECOM) LIMITED 1983 – 2001

**FPGA/Hardware Designer Madonna Packet Switching, OPQ December
1999 to May 2001**

This was a hands-on junior engineering position accepted with ABC in OPQ due to a lack of Project Management opportunities within the Greater Toronto or Kitchener-Waterloo regions in 1999, and the hope that ABC's recovery would be in the short-term.

Engineering duties:

- Learned, then coded (Verilog) and synthesized (Synplicity) the RTL for the Ethernet to SONET interface FPGA on the OPTera shelf provisionable products.
- Wrote the Design Specification and Test Plan documents for the products that

Project Management duties:

- Coordinated and led both informal and scheduled development team meetings to introduce STS-12 and STS-48 interfaces on provisionable cards in the OPTera Metro 3000 platform.
- Interfaced with hardware development (primary and satellite teams), software development, product integration, lab support and PLM primes to ensure project communications and schedules were kept up to date.
- Worked with my functional manager to create the project plan in MS Project.

- Acted as the Subject Matter Expert to XXXXXX, USA engineers for and to maintain the I/O and peripherals portions of the DMS Family product system. *Public Carrier Network technical and R&D operations in OPQ were closed 4Q'99 and the responsibilities were transferred to the Raleigh, NC, USA location.*

Results: Created ABC's first OC3/OC12 FPGA that was functional across multiple SONET-Ethernet interface 'OPTera Metro' products. This design was based on the FPGA was a single OC3 provisionable circuit card.

January 1987 to November 1999

Sr. Projects Leader	ABC	Technology (R&D) Organization	1999 – '94
Projects Leader		Technology (R&D) Organization	1993 – '90
Task Force Leader	ABCTelecom	Quality – Customer Satisfaction	1989 – '87

Reported to various levels of management (Directors, Sr. Staff Managers, and direct-report staff managers) over this period based on who the project sponsor was, and where the business portfolio for the main portion of the project resided. **All** projects surpassed defined objectives, and were increasingly complex in technical innovation and strategic scope over the years. Several projects were simultaneously managed, and throughout the entire project.

- Researched and developed new business project opportunities to achieve strategic business objectives through new products, cost improvement initiatives, relational database and process developments, Six Sigma methodologies, Employee and Customer Satisfaction, and Portfolio and Staff development initiatives.
- Wrote Opening and Closing business cases and supporting documentation based on validated cost factors, technical advance, and customer input to gain authorizations and project funding, and monitored project budgets throughout project life cycle.
- When required as part of the project: Represented ABC at customer meetings related to project kick-offs, progress and objectives. Coordinated and developed 3rd party contractual agreements through the ABC Legal department. Maintained supplier/contractor relationships throughout project life cycles.
- Managed (staff authority) project teams up to 30 full and part-time members, and in complexity from solely engineering to multi-site, multi-organizational and cross-functional staff members. Scheduled and led team and milestone and post-close-out meetings to ensure continued project 'buy-in' and synergy among team members, senior management and project sponsor(s). Maintained Work Breakdown Structures using MS Project. Projects managed based on PMI methodologies.
- Communicated project accomplishments and strategies to senior management and on a per project basis at customer locations across OPQ and U.S. through reports and on-site presentations. Generated and presented progress reports/charts to project stakeholder management primes, and at quarterly Operational Status (OPS) Review meetings. OPS members were normally ABC Business Unit Vice-Presidents, Directors and Sr. Staff Managers.

- Technical liaison to Manufacturing, Test Engineering, Change Management, and Sales and Customer Support groups for mature and active products within my portfolio.
- Led group (Brampton Lab) training sessions to introduce new work-related and employee satisfaction processes. Assisted ABC Training staff in the development of new courseware for new products.
- Participated in annual performance reviews (MFA - "Managing For Achievement") of project staff members when their functional managers requested my input/involvement.
- Mentored technical and non-technical staff as a participant in ABC's 'Coaching Network' program.

Projects:

- Product Robustness Vision 2000 (Y2K) Initiative: Improved DMS100-Family product line integrity and robustness by 60%, achieved a cost improvement of \$30M, and instituted several corporate and organizational processes to ensure continued high performance.
- Portfolio Management: Product portfolio reduced by 35%, and immediate savings of \$7.9M.
- 3 Design Methodology projects for: DFT (Design For Testability), DFM (Design For Manufacturability), and DPP/RCA (Defect Prevention Process / Root Cause Analysis)
- 3 Corporate Processes for product life cycle management:
 - MD (Manufacture-Discontinue) and
 - EOL (End-Of-Life)
 - Portfolio Rationalization
- 2 R&D Tax Credit packages to Value Engineering for Revenue OPQ
- ISO9000 Certification of the Brampton Labs organization
- Employee Satisfaction (E-Sat): Developed and administered survey package. Analyzed data and presented results and recommendations to senior management team. E-Sat was up 46% the first year for the 200+ member organization.
- 29 New Products Development & Introduction: Combined hardware and software projects on ABC's Digital Switching I/O, Peripherals and Datapath product platforms with budgets up to \$7.5M.
- RDBMS (Oracle) Product Administration System / Internal Engineering Database: Liaison between the IS/IT and Engineering groups to ensure usability and technical aspects complied with user requirements. Negotiated and scheduled demonstrations, training, pre-release controlled user testing, reported on findings from sampled users, and ensured resolution to all issues.
- RDBMS (Oracle) Quality Reporting Information System: Redesign of Customer Return Tag to improve usability (~75% up from <20%), IS/IT Development to Repair Centre operation (Data Entry), User Training (report generation and analysis) at Brampton and Calgary facilities

EDUCATION & CREDENTIALS

Project Management Professional (PMP), Project Management Institute
2002

Bachelor of Arts, York University, Toronto, Ontario, 1995

Major: Industrial-Organizational Psychology

Minor: Business Administration, Research

Electronics Engineering Technologist, Humber College, Toronto, Ontario, 1983

Major: Telecommunications

Minor: Programming, Statistics

Further Details on Management Training, and Technical Proficiencies & Experience available on request.

CORPORATE LEVEL PERFORMANCE AWARDS

Process Development Award, Teamwork	1997
ABC Networks President's Awards of Merit: Excellence	1995
ABC Networks President's Awards of Merit: Teamwork	1992
Value Engineering, Cost Improvement	1991
ABC Networks President's Awards of Merit: Administrative Excellence	1987