

ARTHUR S. PANTELIDES, PhD

arthurpantelides@gmail.com apantelides@aubg.edu

904 Charnell Drive, Unit 300
Virginia Beach, Virginia 23451
United States

+1 (757) 491-6363

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25 years experience in industrial, automotive, as well as consumer-related power transmission, gear/machinery markets working in international manufacturing operations in the US, Europe, and Japan. Extensive engineering team and managerial operations background including responsibility over corporate strategy & executive strategic management, organizational & leadership development. In-depth power transmission engineering knowledge.

EXPERIENCE

Sep. 2016 – Present **American University in Bulgaria**

Professor of Business, with a focus on International Strategic Management and Policy

Nov. 2015 – Present **NEXKOR Strategic Services**

Founder & Owner / Lead Consultant

Currently working on specifically-commissioned projects for international manufacturing organizations in Europe. The work is focused on optimization of international strategy teams.

SUMITOMO DRIVE TECHNOLOGIES, Chesapeake, Virginia, USA

Oct. 2013 – Nov. 2015 **Senior Director of Strategic Planning & Control**

- Responsible for the creation of the corporate strategic goals and plans relating to 12 operational manufacturing and assembly facilities in North & South America.
- Responsible for Product Strategy, Management, and Profit. Consistently met all corporate strategic, operational, and financial goals.
- Corporate Project Planning and Execution of Internal Strategic & Operational Projects
- Operational Control of Engineering, Design, R&D, and Marketing Teams

May 2007 – Oct. 2013 **Director of Engineering**

- Responsible for the daily, operational, as well as the long-term strategic direction of the Engineering Group
- Established a Professional Development Program within the Engineering Group
- Established and formalized a daily-transactional as well as a strategic key operational Metrics System within all the functional areas / teams of the group
- Formalized the Group's Technical Information Management System (including Designs) into a more intuitive, systematic, and easily-accessible KM-based structure
- Lead and managed a strategic corporate project in which all regional facility engineers and engineering processes in North, Central, and South America were integrated under a centralized structure within headquarters in Virginia, USA

MG MINIGEARS NORTH AMERICA, Virginia Beach, Virginia, USA

Jul. 2002 – Apr. 2007 **VP Operations & General Manager**

- Established detailed 5-Year Strategic Business Plan for the US operation of the company; the plan was accepted and fully implemented by the corporate headquarters in Italy
- Formalized key operational metrics in: Sales & Marketing, Manufacturing, Logistics, Quality, Purchasing, Engineering, Customer Service, and Human Resources
- Managed all US Dollar & foreign currency cash accounts for the \$30 million+ annual sales manufacturing operation; also managed hedging agreements for multi-currency transactions
- Led Company's Leadership Team to Establish:
 - Formal capex & annual operations budgets with clearly-defined goals, objectives, ROI

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- Performance management, involvement, incentive, and employee recognition systems
- 6 Sigma, 5S, and Lean Manufacturing programs
- Management Information, Communication and Reporting System integral to headquarters

Key Management / Operational Results as VP Operations & General Manager

- **Sales Growth** of **23%** with **Net Profit** growth of **1200%** within 18 months
- Overall expenses reduced by **19%**
- Average total parts manufactured monthly increased by **32%**
- Production efficiency improved by **17%**, scrap rate reduced by **68%**
- Overall increase in Total Sales of **81%** within 3 years and doubled within 5 years
- ISO-9001 & TS16949 quality system certifications on 1st attempts

Jul. 2001 – Jul. 2002

Engineering & Design Manager

- Established the short and long-term Corp. Engineering Plan & Strategy; actively participated in management meetings required for overall corporate strategic and operational planning.
- Hands-on technical support of Sales & Marketing, Customer Service, Manufacturing, Quality, and Purchasing functions in a high-volume manufacturing start-up operation :
 - Assisted Sales Manager by evaluating and determining company's technical capabilities in meeting new potential-customer requests; assisted in new customer development.
 - Directly interfaced with customers and potential customers to evaluate and resolve technical and design issues before proceeding to full production.
 - Served as liaison between local North American customers and parent company in Italy in order to resolve design, technical, and all engineering-related concerns.
 - Identified and developed new local suppliers for needed raw materials, tools, machinery, test and measuring equipment, software, and all other related supplies.

SUMITOMO MACHINERY CORP. OF AMERICA, Chesapeake, Virginia, USA

May 1996 – Jul. 2001

R&D Manager

Coordinated all R&D Design and Development efforts of U.S. headquarter operations with UK subsidiary and Japanese parent company by actively leading an international team of 7 Project Managers, Design Engineers, and Technicians from the U.S., Japan, and Germany

Sep.1994 - May 1996

SUMITOMO HEAVY INDUSTRIES Ltd., Nagoya, JAPAN

- Project Manager R&D Group coordinating Japan-US design & development efforts
- Manufacturing Engineer in high-speed advanced manufacturing

Apr.1992 - Sep.1994

SUMITOMO MACHINERY CORP. OF AMERICA, Chesapeake, Virginia, USA

R&D Department: New Product Design Engineer / R&D Project Manager

Coordinated all design & development activities of a new spiral bevel "BBB" gearmotor series

QA Department: Quality Assurance Systems Project Manager

- Wrote company Quality Policy & Manual and all higher-level procedures
- Instructed and assisted all department managers in formulating and documenting procedures
- Coordinated and personally conducted company-wide project meetings and quality audits
- Coordinated with 3rd party external quality auditors resulting in a successful ISO-9001 certification of the company (one of the first companies in Virginia to receive certification)

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EDUCATION

GEORGE WASHINGTON UNIVERSITY, Washington DC

- **Ph.D.**, Doctor of Philosophy in Engineering Management, 2009
Dissertation: *Assessment of the Relative Value of Knowledge Transfer Processes to the Success of International Projects*
- **M.E.M.**, Master of Engineering Management, 2002

BOSTON UNIVERSITY, Boston, Massachusetts

- **M.S.**, Master of Science in Mechanical Engineering, 1991
- **B.S.**, Bachelor of Science in Aerospace Engineering, 1989

TEACHING / ACADEMIC EXPERIENCE

Sumitomo Drive Technologies, Chesapeake, Virginia

Developed, Coordinated, Taught Internal 18 Month Leadership Development Training Program

- Module 1: *Managers & Leaders*, 3/2014 - 8/2014
- Module 2: *Critical Thinking & Decision-Making*, 10/2014 - 3/2015
- Module 3: *Strategic Thinking & Game Theory*, 4/2015 - 9/2015

GEORGE WASHINGTON UNIVERSITY, Washington DC

Professorial Lecturer in Engineering Management (Graduate Level Courses)

- Problem Solving and Decision Making 2009 – 2012
- Survey of Finance and Engineering Economics 2008 – 2012

PROFESSIONAL PUBLISHINGS / CONFERENCES

- *Hofstede Vectors: A Visualization Approach to Cultural Factors in the Knowledge Transfer - International Business Team Optimization Model*, The 19th International Academic Conference, International Institute of Social and Economic Sciences, Florence, Italy, September 2015
- *Putting KM to Work : Modeling and Operationalizing the Relationship Between Knowledge Transfer and International Project Success*, The 13th European Conference on Knowledge Management, Universidad Politecnica de Cartagena, Spain, September 2012.
- *Modeling Corporate/Subsidiary Knowledge Transfer and Its Impact on International Project Management Success*, The 5th International Forum on Knowledge Asset Dynamics, Matera, Italy, June 2010
- *An Assessment of the Relative Value of Knowledge Transfer Processes to Project Success*, ASME International Mechanical Engineering Congress and Exposition, Boston, Massachusetts, November 2008
- *An Assessment of the Relative Value of Knowledge Transfer Processes to the Success of International Project Management Teams*, 6th International Conference on Management, Athens Institute for Education and Research, Athens, Greece, July 2008
- *Riduttori Epicicloidali di Precisione*, Organi Di Trasmissione Magazine (Milan, Italy), September 2007
- *Precision Planetary Servo Gearheads*, Technical Paper #06FTM04. American Gear Manufacturers Association Fall Technical Meeting, October 2006
- *Il Progetto Modulare delle Casse*, Organi Di Trasmissione Magazine (Milan, Italy), April 2000
- *Universally Mounted Modular Gearbox / Gearmotor Housing Design Concept*
4th World Congress on Gearing and Power Transmission, Paris, France, March 1999
- *Gear Assembly & Design Patents* Des.431,572 10/3/2000 | USD447,148S 8/28/2001 | USD447,489S, 9/4/2001
- *Universal Mount Housing Construction for Right Angle Gearboxes & Gearmotors*
United States Patent : 5,816,116, 10/6/1998.

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OCCUPATIONAL AFFILIATIONS

- SPS : The Strategic Planning Society / UK, (2015 ~ present)
- SMS : The Strategic Management Society / USA, (2015 ~ present)
- ASP : Association for Strategic Planning / Washington DC Chapter, (2015 ~ present)
- ATINER : Athens Institute for Education and Research, (2013 ~ present)
- IAENG : International Association of Engineers, (2010 ~ present)
- AGMA : American Gear Manufacturers Association, (1996 ~ present)
- ASME : American Society of Mechanical Engineers, (1991 ~ present)
- Advisory Board of the College of Engineering & Technology, Old Dominion University, (2010 ~ 2013)
- Boston University Aerospace & Mechanical Engineering Industrial Advisory Board, (1998 ~ 2009)
- The Japan-America Society of Washington DC, (2003 ~ 2009)

CONTINUING EDUCATION / PROFESSIONAL DEVELOPMENT

- 2015 – University of Saint Andrews (Scotland), School of International Relations.
Advanced Certificate in Terrorism Studies (strategic planning development studies)
- 2014 – MIT, Sloan School of Management, **Executive Certificate in Strategy & Innovation**
Global Strategy , International Negotiations , Developing & Managing Technology and Product Strategy
- 2010 – MIT, Sloan School of Management, **Executive Certificate in Management & Leadership**
Strategic Marketing , Leadership Strategy , Leadership Accountability
- 2006 – University of Virginia, Darden Graduate School of Business, **Executive Management Certificate**
Leadership , Change Management , Financial Management , Strategic Negotiation
- 2004 – Certificate in *Strategic Thinking for Changing Markets*, University of Chicago GSB, Chicago IL
- 2003 – Certificate in *Knowledge Management*, George Washington University

ADDITIONAL INFORMATION

- 21-month work assignment in Nagoya, Japan working for large Japanese multinational industrial company
- Dual Citizenship US / Greek – Full employment authorization within all EU-Member countries
- Fluent in Modern Greek and Good Knowledge of Spanish Language
- Good Knowledge of Japanese Language and In-Depth Understanding of Japanese Culture
- Business / Personal Travel : Canada, Mexico, Chile, Argentina, Brazil, Iceland, UK, Germany, Italy, Spain, Portugal, Switzerland, Czech Republic, Greece, Turkey, Israel, Japan, Hong Kong, Vietnam