

BRYON E. OWNBY

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SUMMARY OF QUALIFICATIONS

Learning instructor with nine years of experience in design and to facilitate technical and leadership growth curriculum for information technology, manufacturing, and service industry market segments. Development areas include strategic planning for information system implementations, directing process change and management, establishing financial procedures, and people development skills. Learning process includes a strong interpersonal reflection period to maximize intellectual cohesion for application to the work place setting.

EMPLOYMENT HISTORY

BECM PRODUCTIONS, Dandridge, TN

2009-Present

President

- Facilitated change class based upon Hans Finzel's *Change Is Like A Slinky* to Cokesbury UMC NETWORKING outreach program as a tool to manage being re-employed. (Spring 2009)
- Pilot study of course materials developed by life coach Kris Cavanaugh for *Developing the CEO within You*. (Summer 2009)

MARRIOTT INTERNATIONAL, Louisville, TN

2007-Present

Manage, Project Costing & Accounting Systems; Learning Instructor

- Facilitated leadership elective classes such as Hans Finzel's *Change Is Like A Slinky* and Larry Koeing's *Getting Things Done Now* where 80% of those attended strongly agreed/agreed that new knowledge and skills in managing the individual's work environment was gained. Comments from participants in reference of what was most useful included "Very supportive material..."; "I enjoyed the energy from the instructor..."; "Group discussions of real examples...".
- Updated Conflict Management class instructional format to increase student interaction and learning retention by 35%. Comments from participants in reference of what was most useful included "...[instructor] had a lot of knowledge on the subject and had a lot of good examples..."; "The idea that all conflict is not bad..."; "Managing to my strengths and weaknesses".
- Conducted team building exercise sessions for personal and professional growth and development utilizing Tom Rath's *StrengthsFinder 2.0* and John C. Maxwell's *The 21 Indispensable Qualities of a Leader*.
- Designed a pilot mentor/protégé employee development program and identified solutions for missing soft skills gap as identified by executive management for shared service center expansion as a member of the Talent Management Team.
- Successfully administered 2008 and 2009 Internship Program of up to 11 students for the Marriott Business Services location to move from 30% to 80% retention rate since the program launch date in 2006 utilizing Key Performance Indicators and Pulse Surveys to measure the learning experience of the program.
- Developed PeopleSoft Projects v8.4 and Cognos v8 application maintenance team and created class room instructional material for the transition of duties to a shared service center within budget and performance guidelines. 90% of those attended the class room instruction strongly agreed/agreed that training was a worthwhile investment. Comments from participants in the class included "Reinforced my knowledge..."; "Discussions of real experiences..."; "Explanations of who and how Mosaic is used...".

KIMBERLY CLARK CORPORATION, Knoxville, TN

2005-2007

Supply Chain Cost Accountant / Supply Chain Cost Analyst

- Trained multiple replacements to perform similar functions outsourced to our offshore India partnership team by writing and reviewing SAP R/3 CO Module Standard Operating Procedures to enhance training, increase job performance, and allowing for language and cultural differences for period end and standard costing processes to be completed before the scheduled project deadline; demonstrated loyalty, professionalism, and training skills to insure a seamless transition of selected accounting functions.
- Initiated cost saving measures of \$100K for procedures to bypass software restricted accounting activity for cross-company transactions from non-SAP sites to SAP sites to remain in compliance with IRFS, US GAAP, SOX compliance, and other regulations per Mexico's customs duties and tariffs requirements.
- Increased reporting efficiency by 30% and reduced month-end close by one day in developing and implementing automation of facility's month-end processes for \$137M facility, optimization of all system resources, and reduced sources of delay that negatively impacted our accelerated report deadline objective.
- Analyzed Cost of Sales and Inventory Cost procedures in accuracy and training for software calculations and US GAAP regulations during Internal SOX Audit with all auditors in the Neenah Paper Division spin-off.

COMPUSA, Knoxville, TN

Business Services Sales Representative

2004

- Managed 180 new clients while generating \$80K of commercial sales in first three months of service leading our division to reach top regional gross sales volume for our territory.

KIRK, FORTNER, SMALLEY, LIVESAY & ASSOCIATES, PLLC, Kingsport, TN; Pennington Gap, VA

2003

Staff Accountant & Auditor

- Created in-house tax seminar that increased productivity by 15% based on Edward Jones and CCH Tax guides.
- Increased productivity by 20% upon education of staff in accounting, tax, and auditing principles and instructions for Excel, Peachtree, QuickBooks Pro, Creative Solutions Accounting, Lacerte, and other accounting systems.

MARGARET W. MOSES, CPA, PC, Elizabethton, TN

2000–2002

Staff Accountant & Auditor

- Increased staff productivity 15% by education of staff in accounting, tax, and auditing principles and instructions for Excel, Peachtree, QuickBooks Pro, Creative Solutions Accounting, Ultra Tax, and other accounting systems.
- Oversaw team to assist in streamlining audit process of client's 30 entities using Excel templates to meet tax, federal regulations, and US GAAS compliance with appropriate time budget to avoiding excessive penalties and fines of \$15K.

MUNSEY MEMORIAL UNITED METHODIST CHURCH, Johnson City, TN

1999–2000

Financial Software Consultant

- Reduced finance division cost 30% and increased data accuracy 60% by implementation of paperless office project, train financial team on new SQL software operating procedures, and converting a manual accounting process to Shelby Church Financials in compliance to non profit accounting standards per US GAAP.

EDUCATION

BACHELOR'S OF BUSINESS ADMINISTRATION; Major-Accounting, Minor-Political Science in International Affairs, East Tennessee State University, Johnson City, TN, 1998

Advanced Studies – Strategic Management, Business Statistics, Managing Organizational Change

East Tennessee State University, Johnson City, TN, 1999

Marriott Supervisor Development Training Program and Trainer Certification Level 1, 2008

PROJECT MANAGEMENT PROFESSIONAL (PMP); Working towards PMP Certification, 4Q 2010

SYSTEMS EXPERIENCE: SAP R/3 - FI/CO; Oracle PeopleSoft v8; Cognos v8; SharePoint, Excel (VBA), SQL, HTML

TRAINING CERTIFICATE; administered by American Society of Training and Development (ASTD), 1Q 2011

AWARDS AND PUBLICATIONS

- “A New Norm for Learning & Development” (January 2010) and “Forget About Priorities, Live Life!” (December 2009) as featured blog posts on Brazen Careerist (a career management tool for next-generation professionals).
- **Customer Care Awards** – 1st and 2nd Quarter 2009 for services performed in forecast model process redesign.
- **Customer Care Awards** – 2nd and 3rd Quarter 2010 for services provided during global restructuring.
- **Lifesaver Award** – 3rd Quarter 2008 for training, development, and process support of project costing accounting division transition.

EXTRACURRICULAR ACTIVITIES

American Society of Training & Development – *Co-Director of Marketing, 2011; Secretary & Board of Directors, 2010; Marketing & Special Events Committee, 2010; Member, 2008 to present*

American Management Association – *Member, 2008 to present*

Project Management Institute – *Member, 2009 to present*

Knoxville Museum of Art – *Gift Shop Sales and Merchandising Volunteer, 2005 - 2007*

Wild Thyme Players – *Music Director, 2007, 2010; Composer and Sound Engineer 2010*