



John Michael Fildes, Ph.D.

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John Fildes is an energetic senior executive seeking consulting opportunities as a unique resource and change agent for companies, academia, and government agencies to achieve superior outcomes.

Professional Profile

- A CEO who has led established companies, startups, and a not-for-profit institute.
 - Direct experience with what it takes to make an organization thrive, truly motivate people, make good decisions, overcome challenges, be properly monitored and managed, and get things done every day to achieve superior results.
 - A leader in a large industrial company, the CEO of a professional engineering firm, the leader of a startup product design firm and of a contract research laboratory in a leading university, the president of a not-for-profit institute and of a for-profit scientific and engineering firm.
 - Took an established company through the \$10 million barrier and led the doubling of revenues in three years; merged two operations into a startup to achieve a run rate of \$3.5 million within six months; established business processes for a not-for-profit and a for-profit subsidiary that comply with professional licensing requirements, Government FARS and audits, and with demanding insurance industry invoicing and reporting requirements.
- A doctoral-level scientist with superior business analytical skills and 30 years of experience in solving problems in technically oriented businesses who not only understands the numbers, but also what is behind them and who sees problems in ways others have missed.
- A top-notch project manager and an expert on multi-disciplinary collaborations.
 - Organized and managed \$26 million in funded projects including collaborations involving Government labs, large defense companies, and leading universities with funding from the Army, Navy, the Defense Advanced Research Projects Agency (Technology Reinvestment Program), The Great Lakes Composites Consortium, the Gas Research Institute, the Electric Power Research Institute, First Alert, ABB, Westinghouse, Bell Helicopter, the Illinois Technology Development Authority, the State of Illinois, and others.
 - Expert at bridging organizational and geographic barriers having developed effective Microsoft Sharepoint tools to adapt Procter & Gamble's "Connect and Develop" strategy as the collaborative operational model of a not-for-profit institute and for profit subsidiary.

Areas of Expertise

Executive Mentoring; Leadership; Team Building; Collaboration; Planning; Execution; Business Process Management; Aligning Business Processes with Strategies; Innovative Compensation Strategies; Innovation Management; R&D Management; Intellectual Property Management; Joint Ventures; Contract Negotiation; Risk Management and Litigation; Consulting; Project Management; New Product and Service Development; Business Development; Business Problem Solving; Productivity and Profitability Improvement; Government Relations and Lobbying; Government Contracting and Auditing; the FARS; Government Project Management and Reporting; For-Profits; Not-for-Profits

Experience

- President of the 501(c)(3) not-for-profit Institute of Tribology and Coatings, which is a materials oriented research institute, Sugar Grove, Illinois, 2005 - present.
 - Led the start-up of the not-for-profit research institute that has conducted millions of dollars of highly successful Government funded projects.
 - Full P&L responsibility.
 - Adapted P&G’s “Connect and Develop” strategy to establish a collaboration of senior researchers from academia and industry that provided instant critical mass.
 - Developed an innovative Microsoft Sharepoint based infrastructure that has provided highly effective and efficient business data management, Internet-based project management, business process management, and collaboration management, which has allowed the conduct of millions of dollars of project work and hundreds of projects with minimal overhead.
 - Instituted business processes, accounting procedures, and reporting that fully meet the Government Federal Acquisition Regulations (FARS) and that have been recognized by the Defense Contract Management Agency (DCMA), and that have resulted in millions of dollars of payments over 5 years in less than 30 days on average.
 - Oversight of annual auditing and Government A133 audits, all of which have been clean.
 - Managed a multi-year, multi-million dollar collaboration of Northern Illinois University (DeKalb, Illinois), the Falex Corporation (Sugar Grove, Illinois), the U.S. Army’s TACOOM (Detroit, Michigan), the U.S. Army’s Benet Weapons Lab (Albany, NY), and several manufacturers.
 - Initiated and established a collaboration with the Army’s Armament Research, Development and Engineering Center (ARDEC, Picatinny Arsenal), the Army’s Benet Weapons Laboratory, PM Solider Weapon, other Army program offices, and the small arms industry that has led to a thrust to establish an Army Center of Excellence in friction and wear of weapons.
- Founder and President, ITC Experts, which is a for-profit engineering services firm, Sugar Grove, Illinois, 2006 –present.
 - Led the creation of this for-profit organization that has grown to about \$1.5 million in revenues and that conducts over a hundred projects annually.
 - Oversaw licensing of the firm as a professional engineering firm and oversee professional standards and insuring the firm as a professional design firm.
 - Handle contract issues, liability issues, and risk management.
 - Adapted the Microsoft Sharepoint based infrastructure described above to efficiently meet the demanding insurance industry reporting requirements for the over one hundred projects that are conducted annually.

- CEO, COO, and Chief Scientist, The Packer Group, Naperville, Illinois, 1997 - 2005.
 - Full P&L, strategic planning, and execution responsibility for this parent company and its four subsidiaries totaling over 130 people ranging from clerical staff and technicians to many people with advanced degrees.
 - Used team building and business skills mentoring to bring the combined operation through the \$10 million barrier by doubling revenues from \$9 million to over \$18 million.
 - Established the organization's first Government relations program.
- CEO, Packer Engineering (a professional engineering services company), Naperville, Illinois, 1998 - 2001
 - Used innovative compensation to increase billable hours from 62% of possible hours to an industry-leading 80%.
 - Oversaw requirements for maintaining professional licenses and insurance for professional services involving engineering, structural engineering, and architecture.
 - Cut staff defections from several billable professionals per year to virtually none.
- President, Stratametrics, Naperville, Illinois, 1998 – 1999.
 - Created and led a new competitive intelligence business for The Packer Group.
- CEO, Packer Technologies International, Warrenville, Illinois, 2002.
 - Led the startup of this model-based product design business that established a customer base of inventors, start-up product companies, and several large established companies, and established a run rate of \$3 million in revenues within the first six months of operation.
 - Oversaw acquisition and assimilation of the assets of an injection molding design firm and a metal casting design firm, and negotiated a joint venture to takeover engineering functions for a \$100 million railroad products supplier.
 - Implement collaboration methods and established a collaboration with a minority owned St. Louis Company, the Navy SEALS, and the Naval Surface Warfare Center, which led to winning a Phase II SBIR project that designed, fabricated, installed, and tested a composite canopy on the Navy's MK. V patrol craft.
- Group Manager, Basic Industrial Research Laboratory, Northwestern University, Evanston, Illinois, 1991 - 1997.
 - Led a group of 28 scientists (most with advanced degrees) that conducted about \$3 million annually of Government and industry funded research and consulting.
 - Accountable for P&L, strategic planning, business development and marketing, technical direction and program management, staffing, facilities development, and quality assurance for the largest of the Lab's four operating groups.
 - Achieved the best financial performance of the four groups with virtually zero cost overruns.

- Led the annual strategic and financial planning as the unofficial second in charge of the entire laboratory of 90 people with revenues in excess of \$10 million
 - Co-led with Northwestern University’s Government Relations Office a successful major university initiative that led to federal funding of The Advanced Materials Intelligent Processing Center (see below).
- Co-founder and Co-Director, The Advanced Materials Intelligent Processing Center, Northwestern University, Evanston, Illinois, 1997 – 2005.
 - Established and managed a collaboration of Northwestern University, McDonnell Douglas (St. Louis), K+P Agile, Inc., Production Products (a minority owned St. Louis defense business), the Office of Naval Research, the Naval Air Warfare Center, and the Naval Sea Warfare Center to conduct over \$15 million of Navy-funded project work in advanced composite materials.
- Collaboration Leader for Northwestern University in the Navy-funded Great Lakes Composites Consortium, Kenosha, Wisconsin, 1992 – 1996
 - Established a collaboration with The Great Lakes Composites Consortium that led to several million dollars of funding, the creation and operation of a composites training center at the Great Lakes Naval Training Center (Glenview, Illinois), and establishment and management of a collaboration of Northwestern University, the Great Lakes Composites Consortium, the University of Kentucky, and Morrison Molded Fiberglass (Virginia) that won a prestigious \$3 million Technology Reinvestment Program (TRP) that demonstrated the use of composite walkway decking on lift-bridges in Chicago and the design and construction of a composites pedestrian bridge in the Boone National Forest (Kentucky).
- Director of Sensor Technology, IIT Research Institute, Chicago, Illinois, 1987 – 1991.
 - As a senior program manager and director of sensor technology, established a million-dollar new business activity in sensor technology and oversaw 4 staff members.
 - Responsible for strategic planning, program development and marketing, initiation of research programs, and program management.
 - Prepared the Gas Research Institute’s (GRI) R&D plan for control of combustion and industrial processes, and the plan’s recommendations were reflected in GRI’s R&D solicitations.
- Corporate Scientist, the Roy C. Ingersol Research Center of the Borg Warner Corporation, Des Plaines, Illinois, 1980 – 1987.
 - Initiated and conducted programs to develop intellectual property, solve problems, and support operating units, joint ventures, and startup ventures in industrial products, automotive, and micro-sensors.

Board Membership

- Institute of Tribology and Coatings, 2007 – present.
- The Valley Industrial Association, 1999 – 2002.
- Packer Technologies International, Inc. (co-founder), 2002 – 2003.
- The Technology Management Association of Chicago (formerly the Research Directors Association of Chicago, 2002 – 2004.
- President, Tanglewood Homeowners Association (505 units in 55 building, 2 pools, a clubhouse, and miles of roads), 1981 – 1987.

Education

- **Borg-Warner Corporation**, Research, Development, and Engineering Management Program, 1986.
- **Virginia Polytechnic Institute and State University**: Postdoctoral Research Associate, Chemical Engineering, 1979.
- **Virginia Polytechnic Institute and State University**: Ph.D., Chemistry (Physical), 1979.
- **Georgetown University**: B.S., Chemistry, 1973.

Other Background

- Served as a reviewer and on site visit panels in manufacturing technology for the National Science Foundation in the Engineering Research Centers Program.
- Workshop panel member for the National Materials Advisory Board.
- Invited speaker at DARPA and SAMPE workshops.
- 43 published (or in process) papers, reports, and presentations, and three patents.