

Ray Immelman



1. Synopsys

Ray has been in management consulting for his entire professional career of 30 years. The journey started off as a young industrial engineer in manufacturing/shop-floor work, to the current position of head of Stewart Phillip & Company Inc. – a management consultancy specializing in long-haul strategy consulting engagements with companies interested in rapid, sustainable growth.

2. Relevant Qualifications

BS. Industrial Engineering

BS. Commerce

MBA

Doctor of Business Administration (partial)

3. Accreditation

Black Belt

Lean Practitioner

Certified Management Consultant (CMC), the top international management consultant accreditation.

Certified TOCICO Practitioner (all disciplines)

Accredited in Value Engineering

Accredited in Project Execution Management

Qualified in Simul8 simulation modeling

Qualified in REALST (Resource Allocation Strategist)

4. Relevant Work Experience

1981-1999: National Productivity Institute. Director: Strategic Management

The company specialized in management consulting and business productivity improvement research. Selected as CEO designate 1996.

1999-2003: The TOC Center (Chicago, IL) Vice President

A privately held management consulting company specializing in improving system velocity and throughput as means of rapid growth.

2003 – 2005: Realization Technologies (San Jose, CA) Senior Director

Implementation of project execution management systems. Undertook extensive work in the R&D in pharmaceuticals, automotive components, construction, machine-tool construction as well as functional implementation of SoX and SAP.

2005-2011: First Solar (Phoenix, AZ) Vice President: Strategic Services

Appointed to the board of directors of First Solar in 2002, under chairmanship of the late John Walton, heir to Sam Walton of Wal-Mart. Ray served an instrumental role in charting and executing the strategy and growth plan that took the company from a venture capital backed semi-startup in 2001 to an \$18bn market cap IPO in 2007. The case study had been published in the Theory of Constraints Handbook.

2012 – 2016: President and Managing Partner: Stewart Phillip International and Stewart Phillip & Company Inc.

2016-Present: Chief Executive: Akzeon Inc. Phoenix, AZ, USA

Deployment of high velocity growth strategies proven in First Solar and other environments for organizations interested in rapid, sustainable growth.

5. Consulting Engagements

To date, Ray had worked with some 170 different companies across the world. Relevant clients include Robert Bosch, Volkswagen, United Nations, Pfizer, Kroger, ITT, Arcelor Mittal, Feltex Australia, Proctor & Gamble, Walmart.

Engagements span furniture, steel, textiles, footwear, automotive and automotive components, mining, foundry, machine tool construction, agriculture, food processing, petroleum refining, agricultural equipment manufacturing, textiles, semiconductors, lumber milling, forestry, explosives, plastics, non-ferrous metals, IT services, banking, industry associations and non-profit organizations.

6. Key Strengths

Defining and successfully leading large-scale strategy consulting projects.

Very comfortable, compelling and credible at board-level interaction and CEO negotiation.

Language capability: Dutch, English, German.

7. Awards

Ray's work has been recognized with industry awards such as:

- The TOCICO Award for Excellence
 - The Weber State University Bob Fox award for Excellence
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8. Publications

Ray is the author of “Great Boss – Dead Boss.” Published in multiple languages around the world, it has been independently described as one of the twenty best management books ever written.

Ray has published numerous articles, including contributing author to the Theory of Constraints Handbook.
