

STEVE WITT

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SUMMARY

General Manager with proven executive-level capabilities and excellent communication skills. Track record features consistently delivering superior products, building strong customer relationships and leading businesses on a global level. Focused on the test and measurement industry segment designing, manufacturing, marketing and selling diagnostic test equipment. Recognized for developing high-performing management teams that effectively embrace increasing roles of responsibility.

PROFESSIONAL EXPERIENCE

TEKTRONIX – Beaverton, OR

2007-2009

Vice President & General Manager, Logic Analyzers

Overall P&L responsibility for a product line that develops, markets, manufactures, supports, and sells logic analysis solutions for world wide customers engaged in silicon design, computer design, and embedded digital design. Directed two business segments that comprise a profitable \$80M business. Directed R&D in Bangalore, India as well as R&D and marketing organizations in Beaverton, OR.

SIGNIFICANT RECENT ACCOMPLISHMENTS

- Won three large contracts with a major customer resulting in a 5 year majority supplier position.
- Recruited and developed new talent for the marketing organization resulting in a significant improvement in customer support and technical marketing engagement with customers.
- Restructured the product line into two business segments, focused on computer customers and digital design customers, enabling greater customer satisfaction and improved solution delivery.
- Converted the software development teams to the Agile Software (SCRUM methodology) process in both the Beaverton, OR and the Bangalore India sites creating a sharper customer focus, increased communications across development sites, and vastly improved schedule predictability.
- Improved gross margins and delivered double digit operating profit during the market downturn.

COMPRESSOR CONTROLS CORPORATION (CCC) – Des Moines, IA

2005 – 2006

Headquartered in Des Moines, IA, CCC has 350 employees worldwide with offices in Houston, TX, Brazil, China, Italy, the Netherlands, Russia, Singapore and the United Arab Emirates.

President

Led an international business – with full P&L responsibility – delivering premier solutions for turbo-machinery control applications in the oil and gas industry. Directed three business segments that comprise an \$85M business delivering operating profit greater than 30%. Managed six Vice Presidents and functions including R&D, systems engineering, field engineering, applications engineering, marketing, business development, sales, finance, HR and manufacturing.

SIGNIFICANT ACCOMPLISHMENTS

- Restructured CCC into functionally aligned business segments, resulting in substantially improved execution of sales and engineering delivery in all regions of the world – specifically in Russia and the CIS (Commonwealth of Independent States) region.
- Drastically improved employee communication and alignment to company strategy through various all-company meetings and communication sessions.
- Reshaped the mandate of the leadership team and the long-term growth strategy for the company resulting in sharply increased employee engagement
- Successful ERP deployment (IFS) enabled significant improvement in field engineering delivery, inventory and materials management, HR and financial analysis and reporting.
- Delivered 10% sales and revenue growth with leveraged operating profit above 30%.

AGILENT TECHNOLOGIES – Colorado Springs, CO

1999 – 2005

Vice President & General Manager of Network Systems Test Division

2000 – 2005

Overall P&L responsibility for division that develops, markets, manufactures and sells test instrumentation for computer / telecom networks for worldwide telecom service providers and Global-2000 enterprises. Deployments included LAN, WAN, Mobile, and VoIP networks. Managed \$50M - \$80M portfolio of test & measurement products, \$110M Singapore order fulfillment group and a 250-person distributed organization. Directed Singapore R&D lab and call center, as well as R&D and marketing organizations in Colorado Springs, CO.

SIGNIFICANT ACCOMPLISHMENTS

- Managed through challenging telecom industry downturn, returning division to 20%-plus profitability while re-aligning distributed test solutions in Agilent's OSS portfolio.
- Successfully led business to leadership position for service provider deployments in Mobile networks and the "Triple Play" convergence of network traffic for data, voice, and video.
- Implemented ISO 9001:2000 quality system for the business.
- Created vital industry awareness of Agilent's Network Analyzer with customers, journalists, magazine editors, and industry analysts. Business spokesperson for 115 articles in 13 countries during product launch.
- Nurtured strong customer focus evident in product design, business development, and product support, putting Network Analyzer product line in a market leadership position.
- Acquired talent and resources while reducing costs by building a world-class R&D lab and a multi-function operation in Singapore in partnership with the Singapore Economic Development Board.
- Grew mobile network test annual revenue by greater than 50% in 2005, with sales in North America, Europe, Asia, and Japan.

General Manager, Field Service Instruments Product Line**1999 – 2000**

Led field service product line of installation & maintenance test products, including R&D marketing, sales support, and business development. Selected as division business strategy team member.

HEWLETT-PACKARD – Cupertino, CA / Colorado Springs, CO

1979 – 1999

R&D Manager**1993 – 1999**

Technical, administrative, budget, planning and strategic responsibility for R&D lab of 100 people with budgets of \$10M - \$17M. Managed distributed teams located in the United States and Canada. Led research and development for innovative new test and measurement product lines:

- Internet Advisor for LAN, WAN, and ATM network testing.
- Network intrusion detection and vulnerability assessment.
- Voice Quality Testing / Fax Analysis Testing.
- Digital video testing for MPEG video production and broadcast.
- Router testing for IP router development market.

R&D Project Manager**1983 – 1993**

Led teams of 6–12 software / hardware engineers through all phases of development, including customer requirements, product definition, implementation, testing and product introduction. Significant projects included the Network Advisor protocol analyzer, the first protocol analyzer-based Expert System, and a Wide Area Network Analyzer.

Development Engineer**1980 – 1983**

Member of hardware / software design team that initiated HP's first Protocol Analyzer.

Software Engineer**1979 – 1980**

Member of the 120-engineer team of software developers for the HP300 Office Computer. Made major contributions to the Amigo Operating System's I / O subsystem.

PROFESSIONAL MEMBERSHIPS

- IEEE – Computer Society, Instrumentation Society, and Communications Society
- Eta Kappa Nu –Electrical Engineering Honor Society

AFFILIATIONS

- Executive Advisory Board, Rocky Mountain Technology Alliance, 2004 – 2007.
- Board of Directors, Kinetic Art and Technology, 2003-2005.
- Executive Advisory Committee, University of Colorado, Colorado Springs, Engineering School, 2001-2004.
- Board of Directors, HP Test & Measurement Software Tech Center, 1995-1997.
- ISO 9000 Auditor, 1993-1996.
- Michigan Technological University Recruiting Team, 1983-1992 – Campus Manager 1987-1992.

SELECTED PUBLICATIONS

“Protocol Analysis” and “Protocol Analyzers” chapters for the "Electronic Engineer's Handbook," 5th Edition, McGraw-Hill, 2005; the “Electronic Instruments Handbook,” McGraw-Hill, 1999; and the “Communication Network Test and Measurement Handbook,” McGraw-Hill, 1997.

“Using Expert Systems to Troubleshoot Local Area Networks,” Telecommunications, March 1993.

“Embedding an Expert System in a LAN Instrument,” HP Journal, October 1992.

“A Practical Guide to Managing Software Projects,” published as a White Paper for InterSolv, September 1992.

EDUCATION

Masters-level courses completed: Operating Systems, Processor Design, VLSI Design, Computer Networking and Computer Architecture.

Bachelor of Science, Electrical Engineering – Michigan Technological University – Houghton, MI