

Edward A. Gibbons, III – University Instructor, Chief Operations Officer
Turn-Around Executive, Expertise in Leadership, Operations Management & People Development
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Skilled at Providing Direction & Stabilizing Beleaguered Organizations. Self-Aware & Passionate Leader ♦ Expert Developing & Motivating People ♦ Decisive Thinker & Decision Maker ♦ Proven Ability to Distill Complex Problems to Basic Elements ♦ Proven Ability to Lead Change

AREAS OF EXPERTISE

Leadership
Process Improvement
Contract Negotiation

Change Management
Strategic Planning
Budgeting

Workforce Development
Conflict Management
Financial Statement Analysis

EXPERIENCE & ACCOMPLISHMENTS

Louisiana State University, Baton Rouge LA <https://www.lsu.edu>

2013 - Present

Instructor

- **Instruct undergraduate courses on the Principles of Human Resource Development, Leadership, and Career Readiness** for the School of Leadership and Human Resource Development
- **Instruct graduate business courses on Organizational Behavior, and Leadership Essentials** for the Flores MBA Program

Success Labs, Baton Rouge LA. <https://mysuccesslab.com>

2014 - Present

Organizational & Leadership Development Consultants, management-consulting firm offering companies positioned in the industrial sector, guidance & training on leadership development, executive coaching, organizational development, workforce development & planning, succession & strategic planning.

Interim client COO 2016-2017

Success Lab's client, Reulet Electric, is a Baton Rouge-based firm specializing in electrical apparatus and equipment distribution to the industrial, utility, and commercial sectors. Led turnaround & restructuring of \$15MM distribution business, 35 staff members.

- **Hired as turn-around executive** on a one-year contract serving as Reulet's President & Chief Operations Officer
- **Designed & led a turn-around effort reversing 4-year trend** as a distressed company
- **Increased gross margin from 19% to 21% over 4 months**, reassigned client accounts matching capabilities of sales personnel.
- **Returned organization to profitability** within 2 months.
- **Improved bid-to-sale conversion rate from 5% to 33% over 3 months**, negotiated more favorable terms with primary vendors.
- **Reorganized C-level executive** roles based on individual strengths & company needs.
- **Provided executive coaching** to key stakeholders and first line supervisors.
- **Provided leadership, and workforce developing training** to first-line supervisors.
- **Developed & executed company-wide personnel evaluations** maximizing organizational efficiency & optimizing labor costs.
- **Drove significant cost savings**, aligned employee benefit packages and compensation with industry norms.
- **Positioned organization to be an attractive target** for acquisition or merger.
- **Negotiated success merger with Chancellor Inc.**

Human Resource Development Consultant 2014-Present

- **Designed, managed and facilitated experiential competency-based leadership workshops** for high performing and emerging executive managers in the industrial sector
- **Drove new business and increased scope of services with current clients** through consultations, and customized executive coaching and leadership development services
- **Directed the execution of multiple community-impact projects** that helped business clients improve their leadership skills while advancing the goals of local nonprofits.
- **Co-led multiple development workshops for executive, mid-level and emerging leaders;** and created more than 65 customized leadership development plans for executive and management level clients

Human Resource Development Collaborating Consultant 2013-2014

- **Trained industrial firm personnel** in Louisiana & the U.S. to improve human capital performance.
- **Evaluated organizational & individual needs** using the Lominger Korn Ferry 360 process.
- **Co-led mid management & senior executive coaching services** to a broad spectrum of organizations
- **Aided in the development & facilitation of leadership & workforce development workshops & seminars**
- **Worked with clients to develop & clarify professional goals** that support organizational initiatives

EDUCATION

- **Doctor of Philosophy, Leadership & Human Resource Development.** Louisiana State University, Baton Rouge LA
Dissertation: *Louisiana Small Business: The Influence of Selected Demographic & Perceptual Factors on the Extent of Strategic Planning*
- **Master of Science, Leadership & Human Resource Development.** Louisiana State University, Baton Rouge LA
- **Master of Business Administration,** Tulane University, A.B. Freeman School of Business, New Orleans LA
- **Bachelor of Arts,** The Ohio State University, Columbus OH

TRAINING & CERTIFICATIONS

- **Six Sigma, Green Belt,** Villanova University

AWARDS

- (2019) Office of Academic Affairs, Distinguished Faculty Undergraduate Teaching Award.
- (2019) LSU Softball, Cox Communications Academic Center for Student-Athletes Guest Coach Award
- (2018) LSU Men's Basketball, Cox Communications Academic Center for Student-Athletes Guest Coach Award
- (2018) LSU Baseball, Cox Communications Academic Center for Student-Athletes Guest Coach Award

BOARD MEMBERSHIPS

- (2019) President, Eyes of Freedom – Lima Company 3rd Battalion 25th Marine Corps Regiment Traveling Memorial
- (2019) Faculty Senator, LSU Faculty Senate: School of Leadership and Human Resource Development – College of Human Sciences and Education