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Goals and Objectives

Work with challenging and rewarding opportunities that allow me to leverage my experience through support of highly motivated R&D teams who efficiently and reliably deliver valued innovations. Through this, I wish to leverage my proven skills in application of science to integrated agricultural, mentoring, leadership, technology/project assessment, alliance management, design thinking, project & portfolio management, commercialization support, international business management, strategy and operational planning. My personal aim is to continually develop and leverage my skills through contributions to high performance teams who operate with integrity, respect and open communication.

Professional Experience

Loam Bio LLC – April 2020 – Present

April 2020 – Present: North America Lead

- Champion the establishment of the US Loam Bio organization as a dynamic and successful team with strong and highly leverage connections with Loam Bio Australia
- Serve as a member of the global Loam Bio Management Team with strong focus on R&D, organizational development and development of international opportunities
- Enable Loam Bio US to rapidly establish itself as a result focused startup capable of delivering registerable products within 2 years of launch of the US entity
- Build a strong and dynamic North American R&D team with a culture and environment that enables strong delivery on current opportunities and the capacity for accelerated growth
- Creating a culture and commitment to practicing cutting edge science to responsibly deliver sustainable solutions that meet the vision and passion of Loam Bio stakeholders
- Champion development of US and international collaborations spanning academics, businesses, support entities and organizations

RDR AgriScience Consulting LLC – September 2018 – Present

September 2018 – Present: Agricultural science consultant

- Provide ongoing consultation to a range of Ag Tech startups in areas spanning crop genetics, gene editing, seed business strategy, biotech, microbial seed treatments, soil carbon sequestration and environmentally sustainable practices
- Engaged in startup focused on development of novel non-antibiotic pathogen control technologies for treatment of a wide range of disease conditions across human, animal, plant and industrial applications

Indigo Ag Inc. – May 2015 – August 2018

May 2015 – Present: Sr. VP Product Development

- Lead teams and projects focused on product development of microbiome-based crop production enhancing products
- Played instrumental role in Indigo's accelerated approach to development and launch of industry shaping products fueled by a strong and innovative product pipeline
- Provided leadership on strategy and strategy implementation within R&D, as a member of the Senior Leadership Team and at the Board of Directors level
- Lead and fostered an integrated and aligned R&D strategy spanning discovery through commercial product delivery to enable ongoing product launch and upgrades

- Ensured that state of the art scientific capabilities were leveraged as appropriate to enable Indigo business and social responsibility objectives
- Accelerated development and implementation of collaborative initiatives across functions within Indigo and with external entities

Syngenta Seeds Inc. – November 2000 – May 2015

July 2014 – May 2015: Head Computational Biology, Minnetonka, MN

- Establish an integrated Computational Biology team that supports Syngenta’s R&D efforts spanning breeding, trait development (GM and Native) and chemistry
- Accelerate the creation and use of genetic information through deployment of enhanced computational biology tools linked to aligned field and lab research efforts
- Increase strategic linkage across disciplines spanning Bioinformatics, Plant Genetics, Biological Modeling, Statistical Methods and Strategic Data
- Accelerate the development of public/private collaborations that increase the effective use of Syngenta’s Data Asset

January 2013 – July 2014: Head Traits Research, Raleigh, NC

- Lead Syngenta traits research team responsible for development of;
 - GM insect and disease resistance traits
 - GM yield and stress tolerance traits
 - Native plant genetic knowledge and related tools for research and implementation
- Initiated integrated approaches for seed and trait product development with enhance alignment from discovery through to the product offer
- Expanded collaboration across Syngenta R&D functions, and with external academic and commercial partners
- Launched the design of discovery research efforts based on Agile development principals

February 2011 – July 2014: Global Head Germplasm Technology, Minnetonka, MN

- Lead the establishment of a global cross crop plant breeding technical excellence program for application of breeding, statistical and emerging molecular biology technologies
- Established the “Syngenta Plant Breeding Academy” to enable ongoing state of the art skill development and networking of Syngenta scientists and our key collaborators
- Initiated programs that increased the leverage and networking of global internal and external talent across the relevant biological disciplines
- Oversaw technology scouting efforts that enable step-out approaches to genetic improvement programs through use of emerging technologies, automation & open innovation
- Provided technical and strategic leadership on several key merger and collaboration diligence projects

June 2010 – February 2011: Global Head Corn Seeds R&D, Minnetonka, MN

- Represented seeds R&D in the establishment of a Global Corn Seeds Strategy
- In alignment with the Global Corn Seeds Strategy, established and managed a global corn breeding and trait development portfolio of ~\$200 Million investment per year
- Built and engaged a Global Corn R&D Leadership Team to serve as expert resources, champions and enablers of the R&D portfolio delivery
- Established Global Corn R&D step change initiatives to optimize the impact of our global capabilities and investments on delivery of our key business and talent development objectives

August 2004 – June 2010: Head NAFTA Corn and Soybean Seeds R&D, Minnetonka, MN

- Served as the key seeds technical lead in the identification and execution of key M&As including the purchases of Garst Seeds, Golden Harvest Seeds and CHS Seed Genetics
- Planned and lead highly successful R&D integrations associated with the M&A activities undertaken in 2004 and 2005
- Planned and oversaw the NAFTA corn and soybean R&D portfolio of ~\$200 Million and

- associated field R&D operations which have delivered outstanding business/technical impact
- Drove technical excellence initiatives that positioned Syngenta Corn R&D at the forefront in team orientated R&D approaches that optimally leveraged new innovation enablers
- Developed a high performance corn and soybean R&D team who have repositioned Syngenta's corn and soybean product offer from a distant 3rd place performance level in 2004 to a 2010 level where the Seeds CEO stated that "I would not trade my corn seed portfolio with any of our competitors"

March 2003 – August 2004: Global Head Field Crops R&D, Syngenta Seeds, Toulouse, France

- Benchmarked R&D and product competitiveness in each of Syngenta's Field Crops and developed associated R&D strategies that leverage global competencies to deliver on defined business objectives of each crop
- Lead the review of global corn germplasm and breeding which resulted in the identification of M&A opportunities that, if executed well, could reposition Syngenta as a leader in corn seeds

November 2000 – March 2003: Global Corn Seed Production Head, Syngenta Seeds, Toulouse, France

- Delivered greater than 20% reduction in COGS through effective implementation of initiatives spanning quality management, sourcing strategy, best practice leveraging and upgrading of facilities, processes and key competencies
- Oversaw sanction, construction and startup of key seed production plant in Hungary which enabled significant reduction in production cost and enhanced negotiation leverage

DuPont/Pioneer Hi-Bred Int'l. Inc. – 1981 – 2000

April 2000 – November 2000: Research Director DuPont/Pioneer Hi-Bred Int'l. Inc.

Responsible for DuPont Crop Genetics Product Targeting and Resource Allocation

Accomplishments/Responsibilities

- Expanded Crop Genetics Product Target Setting process across all crops and related businesses
- Implemented Crop Genetics Initiative Planning and Valuation process
- Facilitated Crop Genetics participation in DuPont wide technical resource planning initiative
- Support of biotech and seed research litigation and public relations outreach

1996- April 2000: Research Director, DuPont (Pioneer Hi-Bred acquired by DuPont 10/99)

Responsible for Product Characterization and Commercialization (PCC) of Corn in South America, Africa, Middle East, Asia and China

Accomplishments/Responsibilities:

- Provided leadership/direction across South America, Africa, Middle East and Asia
- Lead research team comprised of 25 professional staff and 65 support staff
- Coordinated research activities across 18 research centers in 12 countries
- Facilitated development of an integrated worldwide product evaluation process
- Lead initiative to improve product targeting and prioritization across Pioneer

1993-1996: Research Director, Pioneer Hi-Bred Int'l. Inc.

Responsible for North Central Corn-Belt corn product development - Pioneer Hi-Bred Int'l. Inc.

Accomplishments/Responsibilities:

- Lead establishment of research efforts to develop/identify superior products for China
- Initiated planning efforts across research to clarify product targets and allocate resources
- Provided leadership/direction to Pioneer corn research effort from North Central corn belt
- Lead cross organizational teams focused on implementation of significant changes to research and commercialization process

1991-1993: Research Director, Pioneer Hi-Bred Int'l. Inc.

Research Commercial Liaison for Africa/Middle East/Pacific Rim and Director of corn product development efforts in Africa/Middle East/Pacific Rim

Accomplishments/Responsibilities:

- Reorganized and upgraded research structure and staffing in Africa/Middle East/Pacific Rim
- Worked with business units to clarify commercial objectives and align research and commercial expectations
- Built strong commercial/research teams with linked objectives

1981- 1990: Research Program Manager and Corn Breeder at Algona, Iowa, Pioneer Hi-Bred Int'l. Inc.

Responsible for management of an integrated research program directed toward development of commercial corn hybrids in the 100 to 110CRM range and commercial research interactions to effectively focus research efforts, communicated results and enhanced commercial success

Accomplishments/Responsibilities:

- Co-inventor on patent of corn hybrid 3394, the largest selling hybrid ever with worldwide cumulative sales of (approx) 20 million units, \$1.5 Billion in sales revenue and \$750 Million in contribution margin
- Developed and implemented several innovations in research strategies and procedures with broad organizational impact
- Developed several inbreds and hybrids of commercial and germplasm significance
- Worked closely with staff to develop a strong, productive and motivated team

Educational Background

Ph.D., 1981: University of Nebraska, Plant Breeding and Genetics
Minor: Organizational Behavior and Performance
M.S., 1980: University of Nebraska, Plant Breeding and Genetics
B.S., 1977: University of Wisconsin - Platteville, 1st Major - Soil & Crop Science
2nd Major - Agribusiness Management

Continuing Education

April 1997: Wharton School of Business, New Product Development & Introduction
April 1996: Wharton School of Business, Industrial Marketing Strategy
1990 - 1992: Purdue University, Pioneer Institute
Ongoing: Assorted training and development programs

External Engagements

University of Nebraska Distance Education Advisory Board
University and Industry Consortium
Iowa State University Plant Science Institute Advisory Board
U2U Advisory Committee (Climate variability response initiative)

Personal Values/Qualities

Highly motivated, energetic with a positive attitude and a strong work ethic
Team building orientation with strong skills in leadership, management, innovation, change management, staff development and coaching
Strong experience based in business/research strategy development and execution
Strong technical skill set in biological sciences including plant breeding and biotechnology

Professional Organizations

American Society of Agronomy & Crop Science Society of America
Iowa Council for International Understanding - Board Member
Rotary International - President Elect of Algona, Iowa Chapter, 1990
Sigma Xi Scientific Research Society & Fraternity of Alpha Zeta