

BRIAN F. GRISCTI

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LEADERSHIP FUNDAMENTALS

SOLVES PROBLEMS

- Breaks down problems into manageable components without focusing on unnecessary detail
- Applies accurate logic and common sense and leverages existing tools to support decision making

MAXIMIZES PRODUCTIVITY

- Carefully monitors the accuracy and quality of work methods and results
- Leader of change to eliminate waste and drive performance

TEAM DEVELOPMENT

- Created development plans and programs for all levels of leadership
- Mentored multiple managers resulting in promotional opportunities

EDUCATION

MIAMI UNIVERSITY, Oxford, OH, B.S. Decision Sciences, Marketing Minor – 1997

- **Decision Sciences** is a technical business discipline consisting of coursework including statistics, computer simulation, logistics, operations management, six sigma, and quality control.

OLD DOMINION UNIVERSITY, Norfolk, VA, M.S.Ed – 2000

PROFESSIONAL EXPERIENCE

zulily, Lockbourne, OH

2015 – 2018

Senior Operations Manager

Leader of operations in 730,000 sq. ft. fulfillment center, managing five Operations Managers, ten Area Managers, and over 300 associates. Lead management team through building automation, process improvement, and career development. Create standard practices to reduce errors, minimize exceptions, and ensure customer satisfaction.

- Led Inbound operations to 10% increase in efficiency, contributing to a \$0.13 reduction in building cost per unit YOY.
- Led Inbound team through the implementation of multiple process and system changes, including consolidation of warehouse management systems, tracking prep activities to provide data to Merch partners, and a new Labor Management System.
- Managed team through implementation of network transshipment process. Created processes and redesigned building layout to drive 53% transship volume increase between Q4 2016 – 2017.
- Provided network level leadership during operational and leadership projects and summits. Led network calls with Senior Operations Peers. Worked with network Continuous Improvement Leader to drive consistent processes across all buildings.
- Led 2nd Shift team driving 6% increase in efficiency and 7% decrease in building Cost per Unit YOY.
- Facilitated fulfillment training to Merch partners participating in network Buyer Development Program.
- Enforced Operations Manager rotation, providing consistency of leadership for Area Managers.
- Created Leadership Development Program to develop Warehouse Leads. Program has led to the promotion of two hourly Warehouse Leads to salaried Area Manager positions.
- Provided mentorship and coaching to Area Managers and Operations Managers across all building departments, directly influencing the promotion of six managers to next level opportunities.

zulily, Lockbourne, OH

2014 - 2015

Operations Manager

- Led Outbound team to a 37% increase in efficiency YOY.
- Led project to prototype new equipment to be used in conjunction with building automation.
- Created process to eliminate quality exceptions resulting in a reduction of exceptions from 7500 to less than 100 over three months.
- Created process for overwrapping large items for shipping during holiday peak season.
- Partnered with the Director of Engineering and Facilities to facilitate system changes that would lead to increased efficiency. Result was a 33% increase in picking production and the ability to appropriately staff all associates in Outbound operations.

Amazon, Plainfield, IN

2012 - 2014

Area Manager

Leader of Outbound operations in 1 million sq. ft. fulfillment center, managing staff of over 100 associates, and serving customers nationally. Drive performance through associate engagement, eliminating barriers, and standardizing work practices. Develop methods to improve processes, increase efficiency, and ensure positive customer experience.

- Manage Pick / Pack operations for Outbound department consistently ranked at top of fulfillment network.
- Planning workflow and allocating staffing to achieve company planned volume and profitability.
- Led project to increase efficiency of Heavy Bulky freight processing, through optimizing layout of work area and outbound dock. Projected savings of \$77,000 annually.
- Led Shingijutsu Kaizen focused on Pick performance resulting in: 13% increase in productivity, elimination of 1776 labor hours, and projected savings of \$35,515 annually.
- Led Kaizen focused on pack performance resulting in 29% increase in efficiency, reduction of 1590 labor hours and savings of \$31,818 annually.
- Managed college intern during Summer of 2013. Successes included: Process optimization eliminating over 100 hours of management labor, savings of \$11,650 annually, and extension of full time employment offer.
- Selected to be a mentor in the Amazon Aspiring Leaders Program. Mentorship resulted in associate receiving promotion to management position.
- Led the implementation of TWI – Training Within Industry, leading to 10% improvement in pack performance during Peak season 2013.
- Trained new managers preparing to open fulfillment centers in Richmond, Virginia and Dallas, Texas.

TARGET, West Jefferson, OH

2010 – 2012

Group Leader

Leader of Inbound warehouse team in 1.5 million sq. ft. distribution center servicing over 70 stores. Responsible for training and onboarding of newly hired team members. Collaborates with peers to optimize staffing efficiency and maximize freight flow throughout the building. Assisted with lower performing team during leadership transition.

- Led team to double digit increase in efficiency, helping to raise department performance from 22nd to 5th in the company from 2010 to 2011.
- Collaborated with building Production Controller to recognize abnormal volume trends during periods surrounding holidays. Drove strategic staffing decisions within Inbound department to ensure we maintained expected building level of service during those times.
- Created process to ensure housekeeping, eliminate stray cartons, and properly remove damaged items from building mezzanine, in accordance with company best practices.
- Led the process to prevent rework throughout the building by initiating customer – supplier communication between Inbound and Warehousing departments during periods of heavy non conveyable freight.

- As department Inventory Captain led the department to ensure all appointments and reports were processed correctly and that expected level of service was maintained immediately following shutdown.

Brian F. Griscti

Page 3

PRO BUILD, Delaware, OH

2004 - 2010

Outside Sales / Account Manager

Construction sales and project management with accounts totaling over \$3 million in annual sales of building components. Business development including sales to residential, commercial, and multi-family builders.

- Opened and managed accounts for the number one production builder and number one custom builder in the central Ohio market.
- Coordinated projects, across multiple facilities in three states, including sales, production, and distribution.
- Leader in facility quality and safety initiatives, resulting in achieving Wood Truss Council of America SCORE Elite certification.
- Developed process for ordering and manufacturing prebuilt stairs that resulted in 50% reduction in rework for M/I Homes account.
- Developed supplier / customer relationships with general contractors, site superintendents, framers, architects and other project team members.