

Scott J Burgmeyer

Education

- 09/2015 to 10/2023 University of Arizona; Phoenix, AZ
PhD, Organizational Development and Leadership
- 10/2012 to 06/2015 Ashford University; San Diego, CA
Master's Business Administration, Organizational Leadership
- 08/1994 to 12/1996 Southern Illinois University; Carbondale, IL
Graduate Studies in Analytical Chemistry
- 08/1989 to 05/1994 Clarke University; Dubuque, IA
Bachelors of Science in Chemistry

Awards

- 2021 Firestone Direct – Runner-up Supplier of the Year (Aveea Partners)
- 2018 Iowa Recognition of Performance Excellence – Silver Level (Businessolver)
- 2017 Iowa Recognition of Performance Excellence – Bronze Level (Businessolver)
- 2016 Iowa Recognition of Performance Excellence – Leadership Level (Businessolver)
- 2015 Iowa Recognition of Performance Excellence – Commitment Level (Businessolver)
- 2014 Iowa Recognition of Performance Excellence – Silver Level (Bridgestone)
- 2014 LIVE UNITED Advocate Award (United Way of Central Iowa)
- 2013 Iowa Recognition of Performance Excellence – Silver Level (Bridgestone)
- 2012 Bridgestone CEO Award (Bridgestone)
- 2012 Iowa Recognition of Performance Excellence – Bronze Level (Bridgestone)
- 2011 Lifetime Learning Award (Greater Des Moines Partnership)
- Teaching & Research Assistant (SIU Carbondale, 1994-1996)
- Collegiate Soccer Captain (Clarke University, 1993-1994)
- Semi-Pro Soccer Player, Coach & Captain (DSFC, 1986-1994)

Teaching Experience

Master's Health Care Administration Instructor

Des Moines University (2018-present)

- Courses include Healthcare Operations & Process Improvement

Adjunct Professor of Business

Grandview University (2018-2022)

- Courses include Project Management & Business Leadership

The DMAIC Way®, Lean Manufacturing, Six Sigma

Multiple organizations (2013-present)

- Curriculum includes Yellow Belt, Green Belt, Black Belt, Master Black Belt Championing & Leading, Project Selection and Applying the framework.
- Designed materials and facilitated over 100 sections targeted at process improvement.
- Mentored and advised participants & DMAIC Belts to finish projects and apply learning.

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ISO9001-AIAG16949-BRC-ISO14001-ISO22000 Business Management Systems

Multiple organizations (2008-Present)

- Designed materials and facilitated ~50 sessions focused on business management systems understanding and deployment.
- Course includes integrated multimedia, application, and teach-back of management system requirements.
- Provide feedback to enhance auditor skills after application in real management system audit & reporting.

Baldrige

Multiple Organizations (2012-present)

- Instructor for multiple levels of organizations (C-Suite through front line) on Baldrige criteria.
- Create implementation plans and focused projects to kick-off and deploy the Baldrige framework within organizations.

Baldrige Coach & Judge

Iowa Recognition for Performance Excellence (2013-2018)

- Instructor for new examiners to teach Baldrige criteria, assessment method, feedback comments, scoring, and reports.
- Review all applications across Iowa, provide input, feedback report, and recommendations for recognition to the Iowa Recognition of Performance Excellence Executive Committee.

BAAG-U Corporate University

Bridgestone (2002-2015)

- Developed, deployed, facilitated, and led corporate university including higher education articulation agreements. Corporate university was accountable for all training and development from shop floor education (how to operate equipment) through leadership development.
- Curriculum aligned with core competencies of Bridgestone to ensure achievement of tactical and strategic action plans.
- Curriculum examples included Training Within Industry (for all operator training), Situational Leadership, Leadership Institute, Baldrige, Six Sigma, Crucial Conversations, Holding People Accountable, Fact or Crap, Maintenance, Internal Auditing, Root Cause Analysis, Innovation, Presentation Skills, Influence, and many others.

Navigating the Journey

Des Moines Area Community College – Adjunct (2015-2016)

- Designed and facilitated life skill curriculum targeted to new college students.
- Led discussions, graded assignments.
- Facilitated train the trainer to teach others facilitation skills to take course back to their community college.

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Manufacturing Specialist

Des Moines Area Community College – Adjunct (2013-2016)

- Designed and facilitated safety, quality, basic math, and process improvement.
- Provided assessments and results to program director and students.
- Provided job shadowing, resume feedback, and mentoring for potential job placement.

General Chemistry & Organic Chemistry Teaching Assistant

SIU Carbondale (1994-1996)

- Taught sessions on Organic & General Chemistry.
- Planned lessons, assignments, and assessments.
- Organized and led group discussions, graded assignments and assessments.

Computer Interfaced Chemistry Experiments High School Teacher Summer Program

SIU Carbondale (1994-1995)

- Designed experiments and interface equipment
- Facilitated sessions to transfer knowledge to High School teachers to take curriculum back to their schools.

Certifications & Industry Experience

- Predictive Index Select Certified Partner
- Talent Optimization Consultant
- The DMAIC Way® Master Black Belt
- Master Facilitator
- Iowa Recognition of Performance Excellence (Iowa Baldrige) Judge and Examiner Coach
- National Baldrige Board of Examiners
- Six Boxes® Practitioner
- ASQ Certified Six Sigma Black Belt
- ASQ Certified Manager of Quality/Organizational Excellence
- ASQ Certified Quality Engineer
- ASQ Certified Quality Auditor

Professional Experience

06/2021 to Present

BecomeMore Group, LLC

West Des Moines, IA

Founder

- Leading a team of experts in design and facilitation ready to go training and eLearning.
- Building and negotiating new product lines and acquisition of business lines to further our growth.

05/2010 to Present

Creative Solutions Group, LLC

Norwalk, IA

Founder & CEO

- Design and facilitation of coaching, consulting and curriculum for Talent Optimization, Process Optimization & Technology Optimization.
- Author of 4 books, 5th coming Fall 2022.
- Customer engagement and sales to grow business steadily >25% annually.

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08/2018-Present **Des Moines University** **Des Moines, IA**

Instructor – Masters of Healthcare Administration

- Facilitate courses to graduate students in the Masters of Health Care Administration program.

07/2018 to 02/2022 **IQC** **Cedar Rapids, IA**

CEO & State Baldrige Program Director

- Adjunct instructor examples include leadership, The DMAIC Way®, operations, project management, Baldrige, Lean, Root Cause Analysis, ISO9001.
- Expanded staff, offerings and customer base to boost financial solvency by 20x cash on hand and 10x reduction in revenue to expense ratio in 2 years as CEO.
- Built succession and longevity plan through strategic execution with Board of Directors.

08/2018 to 01/2022 **Grandview University** **Des Moines, IA**

Adjunct Professor of Business

- Provide practical hands-on facilitation in an engaging learning environment while incorporating innovative methods to enhance the learning experience of the students in Project Management and Business Leadership.

01/2016 to 05/2018 **Businessolver, Inc.** **West Des Moines, IA**

SVP Quality & Improvement (01/2016-05/2018)

- Established enterprise quality organization to formalize, measure, and implement a quality culture across all locations.
- Initiated the industry's first Baldrige application hosting organizational wide learning and Baldrige Examiner site visit achieving Bronze & Silver recognition.
- Deployed first DMAIC teams through operations and transactional processes for efficiency and quality improvements.

04/2015 to 01/2016 **DFS Holding's, Inc.** **Johnston, IA**

Chief Improvement Officer (04/2015-01/2016)

- First commercial animal feed mill to achieve ISO22000 & HACCP certification at all locations with an integrated Food Safety and Quality Management system.
- Accountable for HR, Quality, Food Safety, Continuous Quality Improvement, Learning & Development, IT, and People Safety.
- Created a performance excellence culture focused on co-worker safety, Baldrige, DMAIC, and people processes (selection, retention, development).

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07/1997 to 04/2015 **Bridgestone Agricultural Tire** **Des Moines, IA**

Continuous Improvement Manager (09/2008-04/2015)

- Created the BAAG Baldrige infrastructure and application resulting in 2012 IRPE Bronze Level and 2013 & 2014 Silver Level Awards (State Baldrige).
- Deployed a single Continuous Improvement framework using Six Sigma, Education and Development and Lean tools focused on business goals and customer outcomes which achieved \$225M in savings.
- Established enterprise wide Learning Management System and Corporate University, increasing learning by 35% and reducing the time to job qualification by 54%.

Standards Driven Process & Six Sigma Manager (12/2007-09/2008)

- Inspired culture change through Operations Leader development, leading operations teams, and driving Standards Driven Process philosophy & Belt Mentoring to achieve \$8M in savings.
- Managed Six Sigma Black Belt complexity team resulting in over 10% reduction in plant complexity and \$10M in savings.
- Project leader for Final Finish Barcoding and Equipment Design resulting in 15% increase in department throughput and inventory accuracy. Project also realized a 50% reduction in customer miss-shipments and \$1.4M in labor savings.

Quality Assurance Manager & Laboratory Supervisor (07/1997-12/2007).

- Progressed from QA Engineer to QA Supervisor to QA Manager.
- Developed and deployed an enterprise wide Quality Management System for QS9000 & ISO9001 certifications.
- Reduced CoPQ by 10% resulting in \$4M savings through leadership of an internal customer focused team.
- Designed and deployed the system wide document control, internal auditing web based system and data tracking report card system for quality in all areas.
- Cross functional team leader to reduce product non-conformities and rework by 15% and \$16M in savings.
- Integrated a preventative maintenance system for test equipment reducing downtime by 5%.
- Decreased test machine consumable material cost by 30% through supplier partnerships and preventive maintenance system.
- Upgraded and installed system wide LIMS for data capture and analysis.
- Established department wide training methodology for cross training and teammate advancement across three laboratories.

12/1996 to 07/1997 **National By-Products, Inc.** **Des Moines, IA**

Analytical Chemist

- Installed and debugged multiple testing equipment including ICP-AES and GC.
- Educated lab assistants to analytical and wet testing techniques.
- Developed SOP's for test equipment and wet testing to reduce test variation.

08/1994 to 12/1996 **Southern Illinois University** **Carbondale, IL**

Research and Teaching Assistant

- Installed and debugged test equipment including Fluorescence Spectrometer, Ellipsometer and Piezoelectric Quartz weighing system.
- Published 1 research paper, 1 book chapter & conference presentation with research team.
- Taught General, Organic and Inorganic undergraduate lab and lecture.
- Facilitated High School Teacher summer program on Computer Interfaced Chemistry Experimentation.

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Research Experience

Doctoral Researcher

University of Arizona Global Campus, 2017-present

- Conducted source research through archives & publication history for course work and dissertation selection.
- Conducted data collection, visualization, and papers for course work and dissertation preparation.

Research Assistant

SIU Carbondale, 1994-1996

- Research on Zirconium Bisphosphonate exchange.
- Set-up, maintained lab equipment, instrumentation, and team computers.
- Taught fellow research assistants on use of lab equipment and instrumentation.

Publications and Presentations

- Chief Optimization Officer: Shattering the Status Quo, March 2022
- Leadership Ladder™, Trademark Pending, Oct 2021
- The Leadership Line, Podcast, Apr 2021
- The DMAIC Way® Fieldbooks (Yellow Belt, Green Belt & Black Belt), 2018
- The DMAIC Way® framework, 2015 Registered Trademark #86669030
- Reactivity of a new zirconium phosphonate phase ($Zr_2(O_3P-CH_2CH_2-bipyridinium-CH_2CH_2-PO_3)X_6 \cdot 2H_2O$) toward organic and inorganic monophosphonates, 1999, Journal of Solid State Chemistry
- New Class of Microporous Materials: Porous Metal Phosphonate Thin Films, 1996, Microporous and Macroporous Materials
- Phosphonate Exchange: A New Approach to the Preparation of Porous Films?, 1995, NSF Materials Chemistry Workshop

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Presentations

- Shattering the Status Quo, AOPO National Annual Meeting, Jun 2022
- Process Improvement & Optimization, NICC Round Table, May 2022
- Shattering the Status Quo, iPEX, May 2022
- Optimization Manifesto, Iowa Employment Conference, Apr 2022
- Designing Winning Teams, Iowa Employment Conference, Apr 2022
- Optimization Manifesto, BecomeMore Conference, Nov 2021
- Leadership Ladder™, Iowa Employment Conference, Oct 2021
- Leadership Ladder™, Iowa SHRM Conference, Oct 2021
- Getting into the Mind of your Customer, ASQ National Quality 4.0 Conference, Oct 2021
- Using Lean BRAIN to optimize Processes, On with Life Annual Conference, Sept 2021
- Process Optimization & Design of Experiments, National IN VITRO Biology Conference, Jun 2021
- Dream Teams, Iowa Employment Conference, April 2021
- Self-Awareness & Continuous Improvement, Kainexus, Mar 2021
- Team Awareness, Iowa Hygenic Labs, Jan 2021
- Creating a Culture of Improvement, Kainexus, Sept 2020
- Culture Through Self-Awareness & People Data, National Quality 4.0 Conference, ASQ, Sept 2020
- Self-Awareness: Strengths and Blindspots, Iowa Employment Conference, April 2020
- Aligning Talent with Strategy, Iowa Employment Conference, April 2020
- Culture of Improvement, 2019 Iowa Lean Conference
- Self-Awareness: Strengths and Blindspots, Society of Human Resources State Conference, 2019
- How to Be Successful: The Hidden Story People Don't Like to Talk About, ISU 2019
- War for Talent, Iowa Employment Conference, April 2019
- Using the Baldrige Criteria to Improve Performance and Quality, 2018 Iowa Hospital Association Annual Meeting
- Organizational Mastery, 2018 Iowa Lean Conference
- Winning the War for Talent, 2018 Iowa Lean Conference
- The DMAIC Way® framework, 2015 Registered Trademark #86669030
- Building on a Tradition of Excellence, 2014 Excellence in Tennessee Conference
- Baldrige in Everyday Language, 2014 Professional Development Day, Urbandale Community Schools
- Employability Skills for 21st Century, 2014 Professional Development Day, Urbandale Community Schools
- Creating Leading Indicators, 2013 Iowa Recognition for Performance Excellence Conference

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Memberships & Volunteerism

- Leadership & Strategy Coach (Wesley Woods Camp, 2021-present)
- Leadership & Strategy Coach (Exemplary Educators, 2020-present)
- President of the Board of Directors (Iowa Quality Center, 2012-2018)
- Iowa Recognition of Performance Excellence Coach, Judge & Executive Committee Member (Iowa Quality Center, 2013-2018)
- American Society for Quality (Senior Member, 2000-Present)
- President of the Board of Directors (Project Iowa, 2013-2017)
- Central Iowa Works (Board Member, 2011-2016)
- Central Iowa Workforce Investment Board (Board Member, 2013-2015)
- Mormon Trail Community School District (School Board Member, 2008-2010)