

SHAWN STONE

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*Authorized to work in the EU countries (via Belgian passport) and USA (as US Citizen), Norway (Permanent Residence + Work Status) +
RUSSIA: Business Visa valid until Feb 2010*

EXECUTIVE SUMMARY

16 years IS/IT experience in International Consulting with Accenture and also as an Electrical-Computer Engineer & Freelance SAP/ERP Consultant and Project Manager. Have spent the last 14 years focused specifically on SAP implementation planning, execution, and support, with functional skills in the Supply Chain Area, e.g., Material Management (MM), Production Planning and Manufacturing (PP), and Sales and Distribution (SD). Managed projects ≤ \$12M USD (40 person project team) as well as all phases of large implementations. Comprehensive experience with 20 projects across 13 international clients (including 10 different SAP implementations) in both the Functional & Systems sides of implementations. Equally experienced in all aspects of Change Management, i.e., training, business readiness, client ownership & executive commitment. Led and/or participated in every phase of the Software Development Life Cycle (SDLC) including blueprint, design, build, test, conversion, cutover, training, post production/application support and benefits realization, as well as in SAP System Landscape Optimization (SLO). Experienced in several Project implementation methodologies.

CERTIFICATIONS

- SAP R/3 Materials Management & Production Planning (MM/PP) Certification – also taught this course
- mySAP EBP v3.5 (Enterprise Buyer Professional)
- CPIM: Certification in Production/Inventory Management (APICS–The Educational Society for Resource Management); ongoing

PROFESSIONAL EDUCATION

SAP TRAINING: mySAP EBP v3.5 (Enterprise Buyer Professional) Certification School, SAP R/3 MM & PP Certification School (also instructed this training), SAP R/3 FI/CO Certification School, SAP R/3 PM Delta Training School, SAP R/3 Train the Trainer Course, SAP 1999 Sapphire Conference (Nice, France).

COURSEWORK IN METHODOLOGY & INDUSTRY: Computer Application Programming School, Business Practices School, Systems Installation School, Systems Analysis and Design School, MAC-PAC/D Features & Functions, Integrated Supply Chain Management (SCM), Fulfill Demand – Supply Chain Management School

COURSEWORK IN MANAGEMENT & PRODUCTIVITY BEST PRACTICES: Effective Business Writing, Issue-based Problem Solving, Project Planning and Estimating, Controlling Time and Stress, Spirit of Facilitation, Management and Leadership, Relationship Management (J.M. Perry), Effective Communication Through Listening, Communications Tune-up (J.M. Perry), Principle-Centered Leadership (Stephen Covey).

ACADEMIC EDUCATION

UNIVERSITY OF SOUTHERN CALIFORNIA (USC), Los Angeles, California

- Bachelor of Science in Electrical and Computer Engineering (BSEE/C; Computers/Systems emphasis) cum laude honors, 1992

TECHNICAL SKILLS

Project Management: ERP Systems Development, Implementation, Support, & benefits delivery; Implementation Methodologies (SAP's ASAP & Accenture's Method R/3)
Programming Languages: SAP's ABAP/4, SAP GUI XT Suite, BASIC, COBOL I/II, FORTRAN, PASCAL, C, & Assemble
Operating Systems: Windows XP-2000-NT-98-95, MS-DOS, UNIX, Mentor Graphics & Sun Microsystems
Application Software: SAP R/3 including ECC 6.0 (14 years SAP MM + SAP WM & EBP + SAP SLO, Systems Landscape Optimization), Lotus Notes, MAC PAC/D, Mentor Graphics CAD & Simulation, AutoCAD, Microsoft (Access, Project, Excel, Word, Powerpoint, full MS Office Suite through v2007), PageMaker.

PROFESSIONAL EXPERIENCE

Working as Independent Contractor – 4 clients, multiple projects (2002 to present)

EDB A/S -- previously known as IS Partner (June 2007 to March 2009) Oslo (Norway)

IS Partner (formerly Hydro IS Partner, then StatoilHydro, & now a part of EDB) is a leading Norwegian provider of IS services to land-based & offshore industrial companies in Oil, Energy, & Aluminum Production industries

SAP Project Manager (StatoilHydro SAP Pilot Initiative for A&C Company Code Rollout & Conversion)

- Led an effort to develop a more standardized approach to the development & implementation of new companies in SAP R/3

SAP Project Manager (StatoilHydro SAP P03 Technical Upgrade, Test Execution Team)

- Led team of 22 experienced SAP Consultants to conduct extensive Testing effort on StatoilHydro's P03 system in support of the successful Technical Upgrade from v4.6c to ECC 6.0. This SAP System is the most highly modified SAP system in Norway.

SAP Project Manager (Hydro IS/IT Split project, HITS Program)

- Supported several initiatives related to the Split of Hydro Oil & Gas business units from Hydro to StatoilHydro. This included:
- Managing Multiple SAP SLO (System Landscape Optimization) service projects across different Production SAP systems
- Assisted with Assessment of 85+ SAP systems within IS Partner / Support landscape for Tech. Architecture impacts due to Split

PROFESSIONAL EXPERIENCE (continued)
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COCA-COLA DRIKKER A/S NORGE (2005 to 2007)

Oslo (Norway)

*World's most recognized Beverage Brand (Norwegian Bottling & distribution function)***SAP Optimization & Benefits Realization Project Leader**

- Managed initiative to assess the current status of a mature SAP implementation while identifying key opportunities to re-engineer key processes to better leverage SAP Capabilities for increased business efficiency.
- This included the implementation of several specific “Quick Win” opportunities that could be addressed within the available time/budget framework. Also included was an evaluation of the Application Management & Support structure, as well as the revitalization of the “super user” concept & enhancing company awareness of SAP principles & capabilities.
- Designed a training program to bring all SAP “super users” to a more common knowledge level, enabling them to not only better troubleshoot issues themselves, but also communicate them effectively to internal & external SAP support groups.
- Several other project initiatives were then successfully executed (related to the assessment blueprint), primarily in the Supply Chain area (eg. Procurement, Requirements planning, & inventory control)

PRG-SCHULTZ (2004 to 2005)

Atlanta (Georgia, USA) & Oslo (Norway)

*World leader in Recover Auditing***SAP/ERP Global Advisor & Project Leader**

- Managed initiative to develop, implement, & rollout a new tool & standards to support global Data Extraction & Analysis of key SAP Audit data from PRG-S clients. Managed SAP relationship with 60+ clients on 4 continents.
- Trained Data Acquisition personnel on SAP capabilities and key Audit/Technical considerations.

ABB OFFSHORE SYSTEMS (2002 – 2003)

Oslo (Norway)

*International manufacturer of offshore drilling and exploration equipment***Lead SCM Consultant & Project Advisor (to IBM Norge)**

- Managed all Supply Chain Management (SCM) activities, including all MM/WM (Warehouse Management) & PP detailed System Configuration/Customizing and Testing, as well as oversight responsibility in SD area of the solution.
- As an Independent Contractor, managed and mentored team of ~10 client and IBM personnel through the full lifecycle implementation utilizing ASAP and IBM Project Methodologies.

ACCENTURE (1992 – 2001)

– 11 different clients (listed below), many more projects

Los Angeles, California (USA)

*International Management Consulting industry leader****Varying positions from Programming Analyst through Senior Project Manager to the companies listed below***> **ERICSSON WIRELESS** (2000 – 2001)

Dallas, Texas & Southern California (USA), Stockholm (Sweden)

International manufacturer of telecommunications and mobile cellular equipment

– 3 project ROLES

(3) As Project/Integration Manager – SAP R/3 Implementation, Business & Application Integration:

- Managed team of ~40 Client & Accenture personnel establishing Accenture's “Assignment Agreement” framework, defining & managing against high level Project Workplan, staffing Accenture project resources, coordinating with other programs & project teams internationally, while establishing a Project Office Framework including Change Control procedures for ~\$12M (USD) project.

(2) As Change Manager:

- Completed business process and systems design, build, and test phases of project for all functional areas (*Product Development, Planning, Manufacturing, Supply, Sales & Distribution, Finance & Management Accounting*) on-time, at-budget and exceeding customer's expectations with the highest possible score on client satisfaction survey.

(1) As Interim Project Manager for Configuration Management Tool (CMT) Development Project:

- Collaborated with Strategy Manager and Partner responsible for overall Voice Path Pricing effort (*of which CMT was a component application*) to frame-out the design and development efforts required to prototype the new strategic application.
- Established tool and project scope while managing requirements gathering, staffing needs determination, prototype development launch and initial testing of the tool; all work was completed on schedule and exceeded client expectations.

> **NOKIA MOBILE PHONES (NMP)** (1999 – 2000)

Helsinki (Finland)

*International manufacturer of telecommunications and mobile cellular equipment***As Project Manager & Lead Trainer**

- Managed team of ~10 Accenture resources through the development and delivery of three customized SAP R/3 training courses to ~150 client IT staff, including all associated work planning, budgeting and resourcing. (*As lead trainer, scored consistently higher than had ever been previously recorded on Nokia's Internal Instructor Evaluation; all work was completed on schedule and budget, while significantly exceeding client expectations.*)

> **BRITISH AMERICAN TOBACCO** (1997 – 1999)

(Germany, Belgium, Finland, The Netherlands & The UK)

International manufacturer of cigarettes and tobacco products – parent company of Brown & Williamson

– 5 project ROLES

(5) As ASNE (Application Support Northern Europe) & Business Integration Project Manager:

- Managed team of ~25 Client, Contracting, and Accenture resources primarily located in Brussels (*also in Helsinki and Amsterdam*) to address issues and change requests in a timely manner while coordinating with ongoing SAP R/3 rollout projects in the UK.
- Represented issues and raised budget requests at monthly Steering Team and Board meetings, with participation from the Northern European Directors of Finance, Operations, Commercial and IT as well as the UK Project Director.

PROFESSIONAL EXPERIENCE (continued)
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(4) As Development & Conversion Team Manager for SAP R/3 Detailed Design & Implementation – Benelux:

- Acted as liaison between Project Design and Development teams, while tightly managing a team of ~10 *Accenture*, Client and Contract programmers to complete ~100 custom developed reports, interfaces, and conversion programs to a strict implementation schedule across all functional areas, including Finance, Sales, & Operations.
- Completed all work on-time with a successful conversion & cut-over to SAP R/3 v3.1h. [The conversion involved over 200K master data objects for Operations & over \$5Billion in financial objects & accounts (AP/AR/GL/P&L). The resulting “go-live” was on-time and included the full breadth of SAP functionality for the Benelux business in SAP R/3 (FI, CO, PS, MM, PP, SD).

(3) As Operations Design Manager for Detailed Design & Implementation – Finland:

- Led team of ~15 *Accenture* and Client personnel through conclusion of the SAP R/3 Design & Build efforts in support of the Helsinki “go-live.” Concurrently completed the prototype build of *Benelux* factory and distribution center requirements for the functional areas MM, PP, & SD. (This phase refined the Common European Design scope and Finnish requirements.)

(2) As Integrated Test (IST) Manager for Detailed Design & Implementation – Finland:

- Planned/Managed execution of the five-week IST by team of ~35 Client and *Accenture* resources. Customized a tracking tool previously developed to organize and drive the work effort, while successfully managing the on-time execution of the ~8000 Test Condition integrated testing effort.

(1) As Operation Team Lead for SAP R/3 Common European Design & Prototype Project:

- Led team of ~13 Client and *Accenture* resources through the requirements gathering, high-level design, and prototype phases for delivery of SAP R/3 functionality in the modules MM, PP, & SD, including requirements from Germany, Finland, Belgium, Netherlands, England & Spain.

>NORTEL NETWORKS, formerly Bay Networks (1996 – 1997)

Northern California (USA)

International manufacturer of electronics infrastructure equipment

– 2 project ROLES

(2) As Integrated System Test (1st) Lead for Bayfast SAP R/3 Implementation Project:

- Managed team of ~40 users/testers (*US East & West coasts and Ireland*) through four-week planning and execution of the IST. (This included establishing/executing a systems testing infrastructure enabling testers to concurrently test the new application and then document their results electronically such that real-time visibility to completion & failure statistics (at both a detailed and executive summary level) was available. This enabled ~11,000 test conditions to be successfully tested, documented and managed in <2 weeks.)

(1) As MM Team Lead for Bayfast SAP R/3 Implementation Project:

- Responsible for leading team of ~4 Client and *Accenture* personnel through the design and subsequent implementation of all SAP R/3 MM functionality, a responsibility enduring through all phases of the project lifecycle that included identification of SAP R/3 Security and Authorization requirements for system access.

>ARTHUR ANDERSEN CENTER FOR PROFESSIONAL EDUCATION (1996)

Chicago, Illinois (USA)

*Training headquarters for Arthur Andersen & Andersen Consulting Worldwide professional services***Subject Matter Expert in SAP R/3 Materials Management (MM):**

- Led a team of three and coordinated with other functional tracks (Finance, Sales, & Production) to upgrade existing SAP R/3 Certification Training Academy System & materials (*presentations and hands-on exercises*), from v3.0 to v3.0d.

>CONOCO (1996)

Houston, Texas (USA)

*International manufacturer and distributor of oil and gas products***As Subject Matter Expert in SAP R/3 Materials Management (MM) for SAP R/3 Stabilization project:**

- Troubleshoot critical MM development and setup questions Conoco had been unable to resolve with existing project resources by analyzing the system and configuration and making recommendations on problem resolution.

>WOOD PROCESSING & ENGINEERING COMPANY (1996)

Boise, Idaho (USA)

*Manufacturer of custom engineered wood products, specialty lumber and support structures***As MM & PP Team Leader for SAP R/3 Standard Solution Development Effort:**

- Assumed leadership of team of ~9 Client and *Accenture* personnel from a resource that had left the company without notice to assess status of an implementation rollout that was 50% complete and underway for nearly 2 years. Responsibilities included managing all phases of the assessment and re-rollout to the existing plants.

>AST COMPUTERS (1996)

Southern California (USA)

*International manufacturer of desktop and laptop computers***Subject Matter Expert & Functional Team lead for SAP R/3 Global Impact Analysis Project:**

- Responsible for MM and PP business areas while working in conjunction with FI/CO and SD experts to perform a Global Impact Analysis/Assessment of the planned roll-out schedule of the SAP R/3 software.
- Coordinated and facilitated discussions among the European development and IT organizations with Corporate IS department, key users, vendors, *Accenture* SAP R/3 experts and SAP R/3 representatives.

PROFESSIONAL EXPERIENCE (continued)
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>THE AEROSPACE CORPORATION (1994 – 1996 and 1992 – 1993)	Los Angeles, California (USA)
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Federally funded R&D company dedicated to supporting the US Military – **2 project ROLES**

(2) As MM & PP Team Leader for SAP R/3 for Implementation & Support Project:

- Collaborated with 5 client users and IS personnel working to enhance their understanding of SAP R/3 and enhanced ERP business processing. Maintained full Responsibility for all system customizing, testing, conversion, training, and initial support. (*Functionally, this included all purchase requisition processing, all procurement functions, all inventory management functions, some production capabilities and some A/P functions.*)

(1) As Analyst for MIS Blueprint Project:

- Responsible for supporting project Partner, three Managers, and a Consultant in the project's administration including collection and summarization of time reports, project billing, tracking of actuals to budget and preparing materials for Quality Assurance reviews.
- Assisted with the development of a Visual Basic software prototype, demonstrating a common access portal for all Aerospace employees.

>NATIONAL STEEL & SHIP BUILDING COMPANY (NASSCO) (1994)	San Diego, California (USA)
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Top manufacturer of pleasure, military and industrial ships (such as the ill-fated Exxon Valdez)

Implementation Expert for Project Alignment Reporting (PAR) Project:

- Implemented PAR software developed at McDonnell Douglas (*see project below*) for this new client which required designing new functionality into the tool to support NASSCO-specific requirements.

>MCDONNELL DOUGLAS AEROSPACE WEST (1993 – 1994)	Southern California (USA)
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Developer & manufacturer of military & space systems equipment including the Delta & Titan rockets, and C-17 Globemaster cargo aircraft

– **3 project ROLES**

(3) As Retrofit Team Leader for MAC-PAC/D v6.52 Retrofit:

- Led MAC-PAC/D v6.52 Retrofit Effort, applying all custom modifications previously implemented in prior versions to the latest release of the MAC-PAC/D Enterprise software, a program written in COBOL for the Mainframe/MVS environment.
- Assisted, as secondary responsibility, another development effort (SNAP) as a programming supervisor and technical support analyst, ensuring the DB2 environment stability.

(2) As Lead Programmer for the Limited Effectivity Enhancement Project:

- Responsible for programming, unit and system testing, and subsequent implementation of the Limited Effectivity Enhancement, a project that consisted of modifying several online and batch programs, as well as overseeing the planning and execution of extensive tests of the Design Engineering (DE) application module of MAC-PAC/D.

(1) As Programmer Analyst for the Project Alignment Report (PAR) & Critical Path Reporting (CPR) Project:

- Developed/Programmed major enhancement to the MAC-PAC/D implementation, i.e., the Project Alignment Report (PAR), a Materials Requirements Planning (MRP) management reporting tool written in COBOL for the Mainframe/MVS environment. This tool was required to access many different databases and file structures including DB2, IMS, VSAM, and sequential.

HUGHES AIRCRAFT COMPANY (1990 – 1991)	Los Angeles, California (USA)
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Developer & manufacturer of military & space systems equipment (a subsidiary of the international automotive manufacturing giant General Motors)

– **2 project ROLES**

(2) As Testing Analyst & Electrical Engineering Technician for GM's High-Intensity Headlight Program:

- Documented changes (*using Mentor Graphics CAD systems*) and tested prototypes of a new High-Intensity Headlight for the Cadillac line of automobiles.

(1) As Software & Test Engineer for F-18 Radar Systems Upgrade Project:

- Tested enhancements to a custom-developed SW tool that analyzed statistical data related to the *Mean Time Between Failure* (MTBF) analysis of critical components of the F-18 fighter aircraft's radar system. This software program processed large volumes of detailed test data to determine critical path failure components within the Radar System against strict *Aerospace & Defense* operating parameters and standards.

UNIVERSITY OF SOUTHERN CALIFORNIA – USC (1988 – 1990)	Los Angeles, California (USA)
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Prestigious, private university with a Top-10 rated Engineering program in the US

Systems Support Analyst and Engineering Tutor:

- Developed databases and spreadsheets to support alumni and contact management.
- Provided Mathematics and Science tutoring to Engineering students.