

ORGANIZATIONAL AND MARKETING DEVELOPMENT

Dishnow & Associates

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Ron McAlear

Ron McAlear has over 40 years of experience in all aspects of the Marine Industry. Proven experience in Shipyards, both in New Construction and Maintenance Repair Overhaul and Conversion (MROC). Experienced in ship operations, having sailed in the Merchant Marine and worked shore side for two ship owner/operators, and experienced in marine equipment manufacturing and supply.

Delivered positive results in all aspects of business through:

- Teambuilding within an organization
- Instilling process improvement throughout the organization
- Developing customer relations for improved business opportunities
- Developing a sense of pride and ownership throughout the organization
- Instilling a safety culture to improve all processes and procedures through safe production practices

Success is achieved through strong interpersonal skills using Trust and Teamwork initiatives in all aspects of the business. Key areas to enhance business results are:

- Knowledge and understanding of the **overall business**
- **Understanding** your customers' needs and requirements
- Adopting a **safety culture** that is instilled in every aspect of the business
- Understanding and clearly identifying all employees **roles and responsibilities** which are critical to improving processes
- **Training** that addresses employee development to improve business results
- **Communicating** in an open and fair manner so business decisions are properly implemented
- Instilling a positive attitude for **Lean Manufacturing** processes

Ron McAlear will apply his 40+ years of experience with American Export Lines, Avondale Industries and Shipyards, Waterman Steamship Corp., Lake Shore, Inc., Kvaerner Philadelphia Shipyard (now Aker) and Atlantic Marine Inc. to assist clients with organizational issues and develop strategies to enhance a team environment that focuses on continuous process improvement.