

Stephen Anthony Reed

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Professional Summary

Results-oriented supply chain and operations professional with over 15 years of experience in optimizing warehouse operations, supply chain management, and logistics, combined with my expertise in Operational Excellence (OpEx), Lean methodologies, and Kaizen facilitation, I am confident in my ability to lead and optimize your warehouse operations, ensuring efficiency, accuracy, and safety.

Throughout my career, I have consistently applied my skills in process improvement, team development, and operational oversight to deliver measurable results. I possess strong expertise in implementing strategic initiatives to boost productivity, efficiency, and compliance with industry standards. Adept at managing teams, improving distribution processes, and recovering lost assets through continuous improvement initiatives.

Professional Experience**Warehouse and IC Manager**

Goulston Technologies / Monroe, NC

February 2025 – August 2026

- Directed comprehensive warehouse operations, overseeing the receipt, storage, and distribution of bulk and packaged raw materials, ensuring seamless inter-warehouse movements and timely outbound shipments.
- Maintained precise inventory control by utilizing ERP systems to track raw materials and finished goods, implementing corrective measures to promptly resolve discrepancies.
- Scheduled and coordinated outbound bulk shipments, aligning carrier schedules with customer requirements to ensure efficient delivery timelines.
- Implemented cycle counting procedures across all warehouse locations, enhancing inventory accuracy and supporting the management of non-conforming inventory.
- Led employee training initiatives, conducting regular safety meetings and performance reviews to foster continuous improvement and maintain high operational standards.
- Monitored and maintained warehouse equipment, ensuring operational efficiency and adherence to safety protocols through regular inspections and timely repairs.

Key Organizational Achievements:

- ❖ Relying heavily on my full lifecycle project management expertise, further supported by my dedication as an operational excellence leader, I implemented a special CI project that was intended to eliminate all blind spots within the ERP cycle counting function, which was a direct influence on driving performance and efficiency down. This required great collaboration from all teams during RCA sessions, Kaizen events, and other CI projects. A new ISO procedure was drafted to regulate “Lean Inventory – FIFO,” Goulston’s desired costing method, and in addition a procedure was drafted for controlling of Transfer Tote materials, another area where Goulston had been realizing some significant losses. This along with the development of a daily operations KPI dashboard, regular team kaizen events, and sustainment of my influenced continuous improvement culture significant gains were realized in several key areas:
 - ***Operational Efficiency Gain by 3.5%***
 - ***Inventory Accuracy Gain by 2.7 %***
 - ***On-Time-In-Full Gain by .70%***
 - ***Scrap to Inventory Ratio decreased by 2.03%***
 - ***Net Profit increase by \$3.8 million due to recovery of losses coupled with other refinements.***
 - ***Creation of standardized lean program***
 - ***Refined operations to bring handling and storage of chemicals in standards of PSM, OSHA and HAZMAT, dramatically reducing scrap holding costs.***

Warehouse Supervisor/Manager

Genpak LLC | Charlotte, NC

November 2023 – October 2024

- Spearhead warehouse operations, including order fulfillment, inventory control, and team management for CH-Foam warehouse.
- Implemented kanban cycle counting, improving inventory accuracy and security.
- Optimized TMS, WMS, and WES systems to enhance OTIF rates and resolve transportation issues.
- Developed performance dashboards using Oracle, streamlining reporting processes and elevating team morale.
- Promoted continuous improvement culture by integrating Lean methodologies, including kaizen and 5S principles.

Key Organizational Achievements:

- ❖ Utilizing my aptitudes in kaizen facilitation and my knowledge of lean, I led a team through a Six Sigma/DMAIC project with the main objective being to implement a 5S model for Genpak and bring this into SOP. This became our “Lean Green 6S Machine” and sub objectives, and the data points we were measuring to determine success are:

- *On-Time-In-Full Gain by 1.8%*
- *OS&D decreases by 1.5%*
- *Cycle Count Accuracy Gains by 2.8%*
- *6S Scoring Model sustainment*
- *Net Profit for CH-Warehouse of \$1.6 million due to refined SOP's and more clearly dictated instruction.*

Warehouse Supervisor

Bonded Logistics, Inc. | Charlotte, NC

March 2022 – October 2023

- Managed operations in a 1-million-square-foot facility, overseeing 30,092 SKUs, including batch/lot-sensitive items.
- Led initiatives to recover \$685,000 in lost inventory through enhanced control measures.
- Improved OTIF rates by optimizing key systems (TMS, WMS, WES) and addressing transportation inefficiencies.
- Fostered a safety-first environment, collaborating with teams to ensure compliance with safety standards.

Warehouse General Manager of Operations

AARCO Group LLC | Charlotte, NC

May 2017 – August 2021

- Directed warehouse operations, including receiving, storage, and order fulfillment.
- Managed inventory to align with demand, minimizing excess stock and waste.
- Streamlined supply chain processes through collaboration with suppliers and transportation providers.
- Implemented quality control procedures, reducing defective rates and ensuring product compliance with standards.

Education

Doctor of Business Administration, Specialization in Leadership Strategy

Walden University (01/2026 – Present)

Master of Business Administration, Specialization in Project Management

Purdue University Global (09/2023 – 12/2025)

Bachelor of Science in Business Administration, Concentration in Supply Chain Management and Logistics
Purdue University Global (04/2019 – 07/2023)

National Honor Society of Leadership and Success (11/2019 – Present)

Certifications

International Institute of Business Analysis (IIBA): ***Six Sigma Green Belt***

Quality Assurance Standards (QAS): ***Operational Excellence Workout and Kaizen Facilitator***

Key Skills

- **Warehouse Management:** Shipping & Receiving, Order Fulfillment, Inventory Control, WMS, ERP Systems
- **Supply Chain & Logistics:** Procurement, Logistics, Demand Forecasting, JIT Manufacturing, Vendor Management
- **Lean Operations:** Six Sigma, Lean Manufacturing, Continuous Improvement, Kaizen, 5S, Root Cause Analysis
- **Operations Management:** Production Planning, Materials Management, Risk Management, Cost Reduction
- **Technical Proficiency:** Microsoft Office 365, TMS, WMS, MRP, Oracle, Data Analysis
- **Leadership & Collaboration:** Team Leadership, Cross-Functional Collaboration, Negotiation, Regulatory Compliance

Key qualifications that I bring include:

- **Operational Excellence and Continuous Improvement:** I have a proven track record of implementing Lean principles and Kaizen practices that enhance operational efficiency, reduce costs, and streamline workflows. My passion for driving continuous improvement ensures that warehouse activities meet and exceed key performance indicators.
- **Team Leadership and Development:** My experience in leading and mentoring high-performing teams has enabled me to foster a collaborative and results-oriented work environment. I prioritize training, performance management, and recognition programs to ensure that all team members are aligned with the company's goals and values.
- **Customer-Focused Operations:** I excel at building strong relationships with internal and external clients by understanding their needs and aligning warehouse activities to

meet their expectations. My ability to deliver consistent, high-quality service ensures that client relationships are maintained and strengthened over time.

- **Inventory Control and Data-Driven Decision Making:** My analytical skills and familiarity with Microsoft Office and related software allow me to generate reports, analyze performance data, and make informed decisions that optimize inventory control and resource allocation.
- **Safety and Compliance:** I am dedicated to maintaining a safe and compliant warehouse environment by enforcing OSHA standards and other relevant safety regulations. My focus on operational safety ensures that all activities are conducted with the highest regard for employee well-being and security.