

DANIEL R. GALINDAU

3701 W. 106th Street, Apt. 433
Leawood, KS 66206

Phone: (918) 926-0149
galindau@ku.edu

SUMMARY

A senior international executive with 11 years of International P&L experience and a record of superior results in a number of dynamic, challenging and multi-cultural environments. Over 20 years in the industrial products industry with experience in all aspects of running a successful business, including sales, marketing, finance, logistics, human resources, IT and manufacturing. A team-oriented, flexible leader with the proven ability to produce results and strengthen organizations working with a wide variety of people and in situations of both organizational growth and crisis.

PROFESSIONAL EXPERIENCE

UNIVERSITY OF KANSAS, LAWRENCE – Assistant Area Director **2018 – Present**
Assistant to the Area Director for Marketing and Business Law

UNIVERSITY OF KANSAS, LAWRENCE – Professor of Practice **2005 - Present**
Undergraduate and graduate lecturer. Experience includes teaching undergraduate, BBA, and MBA courses in the School of Business:

- *International Management*
- *Comparative and Cross-Cultural Management*
- *International Business*
- *First Year Seminar*

Received the **Henry A. Bubb** award for teaching excellence in the School of Business in 2007 and 2016. Received the **Dykes-Budig** award for teaching excellence in 2020.

UNIVERSITY OF KANSAS CENTER FOR EAST ASIAN STUDIES – Associate Faculty

ZHONGNAN UNIVERSITY, WUHAN, CHINA – Lecturer **2006 – 2016**
Lecturer in Cross-Cultural Communication and Business Practices for the Executive MBA Program. Conducted 6-8 lectures annually in cities throughout the PRC.

BATINAU DESIGN GROUP – Founder and Principal **2006 – 2016**
Exclusive North American manufacturer's representative for high-end, European furniture and home furnishings producers. Serviced a network of 11 show rooms nationwide.

HILTI AG **1983 - 2003**
Privately held, Liechtenstein-based world leader in the manufacture and sales of tools and fasteners for the professional construction industry with annual sales of \$3 billion.

President, Hilti Asia Ltd. – Hong Kong (1997-2003)

Complete operational and P&L responsibility for the Asia-Pacific Region, including Market Organizations in 13 countries, a 30 employee Region staff office, an Asian distribution center, \$300 million in annual sales and 1,500 employees. Exercised indirect oversight of a manufacturing plant in China. Member of Hilti's Executive Management Group which developed and steered global strategy.

- Led an aggressive Region-wide restructuring and cost control effort in response to the 1997 Asian financial crisis, resulting in a return to profitability within 24 months, and 4 years of year-over-year improvements in productivity as measured by overhead, receivables and logistics fulfillment costs as a % of sales.
- Initiated, conducted and successfully concluded negotiations to buy out distribution partners in Thailand and New Zealand, adding two wholly-owned operations to the Region and \$10 million in annual sales.
- Created and led a cross-functional project team to integrate the three organizations comprising the “Greater China” area (China, Taiwan and Hong Kong). This strategic project delivered significant results in improved productivity and expanded job opportunities for local employees.
- Assembled and guided two teams in Japan and China which developed and recommended new indirect sales strategies for these two countries. Both strategies, developed over a period of 9 months, were approved by the Board of Directors and implemented.
- Organized a Region staff employee feedback process and executed specific action plans targeting key employee concerns. Results from the 2002 Employee Opinion Survey showed a 20% improvement in employee satisfaction to a level above the Hilti worldwide average.
- Coached, trained and developed three Region direct subordinates who achieved significant international promotions in the organization.

General Manager, Hilti Korea Ltd. – Seoul, R.O.K. (1992-1997)

Overall P&L and operational responsibility for the South Korean organization, encompassing 200 employees and \$30 million in annual sales. Functional responsibilities included sales, marketing, finance, logistics and human resources.

- Developed and implemented a national sales and marketing strategy focused on high potential market segments and key customers/projects. Concurrently enhanced the requisite infrastructure, sales incentive programs and financial controls to support the strategy.
 - Produced a 137% increase in sales and a 100% increase in profit from 1992-1996.
 - Elevated the Korean organization from 16th to 9th largest in Hilti’s worldwide portfolio.
- Overhauled and renegotiated the Company’s salary structure, work rules and personnel policies to settle a national labor strike. The strike was settled in 2 months with no further labor action or business interruptions in the following 5 years.
- Coached, trained and developed 2 direct subordinates for subsequent promotions: one as my successor in Korea, and one as a General Manager in Eastern Europe.

Director of Personnel, Hilti Western Hemisphere – Tulsa, OK (1989-1992)

Responsible for organizational development and the creation and management of all personnel-related programs and policies for 1,700 employees in both the U.S. and Canada.

- Worked with senior management and a national labor law firm to defeat a unionization attempt of hourly manufacturing employees by an outside union. Conducted employee feedback and education meetings resulting in the abandoning of the unionization effort without a vote.
- Managed a significant corporate downsizing including organization restructuring, personnel promotion, transfer and severance activities.
- Directed government compliance activity including affirmative action planning, Americans with Disabilities Act and Federal Substance Abuse Testing policies.

Corporate Marketing, Hilti U.S. – Tulsa, OK (1984-1989)

Various positions including Product Manager and Director of Marketing for Company's Commercial Construction market segment, the largest in its portfolio. Responsibilities included new product introductions, pricing, demand forecasting, and customer and competitor intelligence.

Field Sales, Hilti U.S. – Long Beach, CA (1983-1984)**EDUCATION**

MBA, Industrial Marketing, University of Southern California, Los Angeles, 1983

BA, Geography, University of California at Los Angeles, 1977

MILITARY

UNITED STATES NAVY, Jacksonville, FL

1977-1981

Combat Information Center officer aboard the USS Jonas Ingram (DD-938). Served on two overseas deployments to the Mediterranean and Persian Gulf. Honorably discharged with rank of Lieutenant.

MEMBERSHIPS

- International Relations Council of Kansas City
- International Trade Club of Kansas City
- Association for Corporate Growth, Kansas City
- Greater Kansas City Chamber of Commerce