

MICHAEL D. BERRY
michael.berry@angelo.edu

EDUCATION:

MA Strategic Intelligence 2010 (Concentration in Terrorism Studies), American Military University, Charles Town, West Virginia

- Research Methods in Intelligence Studies
- Strategic Intelligence
- Intelligence Collection
- Analytics I & II
- Analytic Methods
- Interagency Operations
- Information Warfare
- Roots of Terrorism
- International Terrorism
- Counter Terrorism
- Terrorism: Assessing the Past to Forecast the Future

BS Geography 2004, U.S. Air Force Academy, Colorado Springs, Colorado

- Economic Geography
- Human Geography
- Political Geography
- Physical Geography
- Geomorphology
- Remote Sensing and Imagery Analysis
- US Foreign and National Security Policy
- Geography of Middle East
- Geospatial Information Systems
- Cartography
- Climatology
- Cultural Anthropology

PROFESSIONAL TRAINING/QUALIFICATIONS:

- Training Within Industry (TWI) Job Instruction Training Leader Certification (Jul 2016); J&J
- Certified Professional in Training Management (Jul 2017, '21); Cert#: VIJU022117; TrainingIndustry
- Registered Professional Instructor (Feb 2018); RPN #: WG-RP-00523; Wollam Groups
- Competency Assessor (Apr 2019); RPN #: WG-RP-00523; Wollam Groups
- Manufacturing Supervisor Certification (May 2019); Texas Manufacturing Assistance Center
- Strategic Planning Master Class (May 2020); TrainingIndustry
- Managing Learning Technologies Certificate (Jun 2020); TrainingIndustry
- Managing Learning Programs Certificate (Jul 2021); ATD
- Economic Development Strategic Planning (Sep 2022); International Economic Development Council
- Entrepreneurship Certificate (Mar 2023); Duke University Continuing Studies
- Diploma in Operations Management (Aug 2023); Cert# 1707-29192569; Alison

PROFESSIONAL MEMBERSHIPS/AFFILIATIONS:

- San Angelo Regional Manufacturer's Alliance (Oct 2017 – 2021)
- Concho Valley Workforce Development Board (Jan 2019 – 2021)
- San Angelo Chamber of Commerce Board of Directors (Jan 2020 – Dec 2021)
- Howard College San Angelo Foundation Board Member (Jun 2022 – Present)
- SAISD CTE Advisory Council (Apr 2022 – Present)
- SAISD Community Based Accountability System (CBAS) Advisory Council (Sep 2022 – Present)

EXPERIENCE: **10/2021-Present, San Angelo Chamber of Commerce Economic Development**
 6/2012-10/2021 Ethicon, Inc. (Johnson & Johnson)
 6/2004-6/2012 United States Air Force

Economic Development Manager, San Angelo Chamber of Commerce (10/2021 – Present):

Strategist that nurtures relationships, builds networks, facilitates cooperation, and secures resources to meet the needs of businesses. Strengthens entrepreneurial liberty and wealth building opportunities through new-enterprise recruitment, incumbent-business support, and securing a skilled workforce to facilitate customer growth, competitive advantage, and overall success in the regional, national, and global marketplace. Performs quantitative data research and all-source information analysis to develop compelling stories to encourage investment and inform strategies for business development, retention, and expansion.

- *Created Quarterly Economic Review; Developed first-ever economic index for San Angelo comprised of 7 x local economic data sets--provides business community, city and county leadership actionable economic intelligence, analysis and forecasts priming constituents to make more informed strategic business and policy decisions ensuring San Angelo's future economic vitality-- Incorporates 16 x open-source data sets, proprietary data integration and all-source economic information synthesized with data for analysis.*
- *Built Request-For-Information (RFI) tracking process; informs on critical future development initiatives to attract new enterprise.*
- *Developed Deal Pipeline tracking and reporting system - enables ability to report critical detail proving project efforts while protecting confidential details not ready for public consumption.*
- *Facilitated partnership with SAISD, Howard College, ASU and Ethicon for an annual 4-part STEM2D Symposium: the goal is to help young people continue to grow and develop in areas of science, technology, engineering, math, manufacturing and design, preparing and positioning them to pursue higher education and careers in STEM2D.*
- *Driving force behind the initiation and sustainment of SAISD SME PRIME initiative; The Society of Manufacturing Engineers Partnership Response In Manufacturing Education (PRIME) program builds cost-effective, tailored manufacturing/engineering programs in high schools across the country providing equipment, curriculum, professional development, scholarships and STEM- focused activities to students and teachers. Each PRIME school is supported and informed by local manufacturers in their communities.*
- *Execute SWOT/TOWS analyses for Economic Development Department (EDD); Developed strategic options from an external-internal analysis through brainstorming and formulating ideas to generate effective strategies and tactics--Now organized to make decisions faster, seize opportunities and protect the organization better against threats.*
- *Developed Operational strategy, and associated system of objectives, goals, strategies and metrics (OGSMs) with mechanism to facilitate performance tracking; Formalized and standardized EDD reporting formats to COSADC; consistent, complete, accurate and on-time, progress reporting to contract Provider--guaranteed compliance with COSADC Professional Services Performance Agreement and ensured COSADC and affiliated Board of Directors are fully informed of EDD contractual task progress.*

Training Manager, Ethicon Inc. (11/2015 – 10/2021):

Directed and coached staff of 11 learning & development professionals, across two companies and three manufacturing sites. Designed and administered training/education programs to ensure 1820+ personnel possessed the requisite competence (education, experience and training) enabling them to perform assigned functions and responsibilities. Identified training and development needs; measured and evaluated learning efficacy. Skilled in needs analysis, strategic planning, adult learning, performance management, continuous improvement, and compliance readiness.

- *Aligned training strategy with key stakeholders; Pioneered effort to orient training objectives to business needs--successful agreement reached, initiated commencement of Training Organization proactive performance phase; Maintained momentum to progress, excelling into a value-providing organization.*
- *Maximized human performance by driving human error reduction by 35% over 6 years; Pioneered, developed, deployed, and sustained first-ever human factor analysis and classification system process for use in medical device manufacturing environment.*
- *Directed 2-year ACT WorkKeys Efficacy Study; Confirmed efficacy of using ACT Job Profiling, WorkKeys Assessments, and the ACT KeyTrain Curriculum as an objective means to identify skills gaps and target upskilling efforts to those personnel who need assistance -- Positive correlation to reduced human errors on the job and improved performance appraisals verified.*
- *Built partnership with Ethicon San Angelo, local San Angelo ISD, Principal-LED, City of San Angelo Development Corporation (COSADC), and the San Angelo Chamber of Commerce (SACoC), under the Society of Manufacturing Engineers (SME) Education Foundation PRIME initiative; Total investment \$315K to benefit two high school campuses and one local technical college.*

Materials Management Facilitator, Ethicon Inc. (06/2012 – 11/2015):

First level supervisor in a manufacturing unit; Led 22 wage laborers, 2 salary employees; Acted as the Business Unit Manager's customer service champion; Developed labor, productivity and utilization models to guarantee operational capacities were available to achieve production rates; Coordinated with supply chain partners ensuring raw material availability; Optimized system planning parameters to drive accurate production signals. Coordinated department Annual Business Plan, Indirect labor, Controllable Spend, Salary Head Count.

- *Deployed first-ever department cross-training strategy; Qualified 22 laborers across 5 job stations within first 6 months; Embedded proficiency reinforcement, upgraded workforce flexibility and overall laborer job satisfaction.*
- *Honed shipping procedures; Aligned methods across four shifts/24 x employees; Cultivated 100% shipping accuracy.*
- *Attained 98.5% inventory accuracy rate – directly facilitated improved finished goods planning and Line-Item Fill Rate recovery.*

Chief of Intelligence, Inspector General (2010 – 2012):

Led 2 Senior Non-Commissioned Officers to develop/implement inspection plans evaluating war readiness of 133 Air Mobility Command (AMC) & AMC-gained units; Evaluated unit compliance with Intelligence Oversight laws/established directives and reports quarterly to Secretary of the Air Force; Coordinated inspection criteria, plans, & scenarios with HQ AMC staff & reported findings/trends to senior Air Force leaders; Led intelligence inspection teams of Total Force Field Grade Officers & Senior Non-Commissioned Officers at multiple geographic locations simultaneously.

- *Validated 37 units' combat readiness/compliance; assessed areas mandated by law / critical objectives identified by senior Air Force leadership.*
- *Directly facilitated unit intelligence process improvement and integration to advance conventional and nuclear readiness, compliance, safety, and efficiency for the Air Force.*

Director of Intelligence, 354 Fighter Squadron (2009 – 2010):

Provided combat intelligence support to 48 assigned A-10 pilots in support of worldwide contingency operations; Trained pilots on capabilities of enemy threat systems; collated classified message traffic into current intelligence briefings; Performed mission planning, briefings, and debriefings for combat operations; produced after action reports for Higher Headquarters.

- *Provided expert intelligence support to 14,000-per-year flying missions and 2,541 air combat missions tasked by the President, Secretary of Defense and the Combined Joint Chiefs of Staff.*
- *Lauded by commander as "most professional, dedicated Lieutenant I've seen in my career; a max performer."*

Chief of Intelligence Operations (2005 – 2009):

Supervised 8-person section responsible for fusing daily and weekly intelligence products for 355 Fighter Wing Commander and senior staff; Oversaw intelligence exercise/contingency support; Integrated intelligence/tactical threat training into two A-10 aircraft formal training units with 98 student and instructor pilots.

- *Focused analytical efforts on 380+ briefings/products; enabled informed decision making by Group and Wing commanders.*
- *Mentored 9 subordinates through mission qualification training; 100% achieved "Combat Mission Ready".*
- *Fused A-10 intelligence support to Command's premier Personnel Recovery exercise; 30+ Joint/ Allied participants.*