

# LEO SCHLOSBERG

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## Summary

- Successful management of projects in the IT arena and in construction-related manufacturing
- Consistently add value to projects, delivering high levels of client/customer satisfaction
- Experience and comfort in multiple environments: Fortune 500/small business/start-up
- Adept at defining an appropriate project scope, based on technical and business factors
- Exceptional analytic skills, including ability to impose/elucidate structure in apparent chaos
- Able to acquire and assimilate strong technical knowledge in many areas on "as needed" basis
- Comfortable and proficient in navigating previously uncharted territory

## Experience

**Founder and CEO, Cary Concrete Products, Inc.** ([www.caryconcrete.com](http://www.caryconcrete.com)) **1988-ongoing**  
Supplier/subcontractor of custom architectural precast concrete and other products focused on sales, design, estimating, and project management. Manufacturing and field labor are outsourced.

- Full P&L responsibility.
- Grew company to \$5MM in sales and 18 people, tripling size in a 3-year period, and financing growth from sustained profitability.
- Used a risk reduction approach that reduced errors common in commercial construction.
- Built a complex custom database that defined and reflected business rules and processes.
- Concluded the business model was not sustainable long-term, radically downsized in 2001.
- Continue to act as a supplier/subcontractor and also as a consultant.

**Founder and CEO, HeavyWare, Inc.** ([www.heavyware.com](http://www.heavyware.com)) **1999-2000**  
This dotcom arose from a Cary Concrete strategic project, initiated in 1997 to catalog and exploit the many high-cost, fully amortized molds that fabricators retain after the original project. It then grew to encompass a unique aggregated catalog of many specialized construction products.

- Analyzed scope and capitalization, then spun HeavyWare off as a separate entity.
- Hired key people and raised seed capital from family, friends, and employees.
- Gained meetings with a number of first-tier venture firms.
- Designed an innovative catalog data model and search facility based on a systematic analysis of the information needs of the many participants in the design/bid/buy/build cycle.
- Laid the data and procedural foundation for standardization of product information related to pricing, scheduling, packaging, and shipping to allow real time quotation of delivered prices for an unusually wide range of products, not previously quoted online.
- Unable to raise capital after the NASDAQ crash in Q2 of 2000; closed down the company.

**General Manager and Vice-President, Dependable Concrete Products, Inc. 1987-1988**

I joined this construction-related manufacturer as part of a succession arrangement with the owner.

- Purchased a wide variety of direct manufacturing materials and MRO supplies.
- Improved estimating function through the use of job cost studies.
- Sales, estimating, and project management.
- Led a voluntary liquidation, optimizing the interests of creditors and of the owner.

**Various analyst and IT management positions, CNA Financial****1980-1987**

As systems analyst and then as Manager of Office Automation:

- Pioneered a new generation of small hardware and software systems in numerous areas.
- Delivered multiple projects on time with a staff of 8 analysts. Typical scopes included ROI analysis, business process analysis, selection and purchasing, and user training.
- As strategic planner for "office automation" was noted for business-oriented approach.
- Streamlined previously separate and manual functions of procedural documentation and work measurement in insurance processing areas by designing and implementing a mainframe system that won high user appreciation for ease of use.
- Redesign of life underwriting workflow included CNA's first small system integration and communication with host and reduced devices from four to one.

As Manager of Casualty Claims Data Control:

- Staffed a new corporate function, recruiting and hiring from inside and from outside.
- Responsible for documenting all casualty claims data from multiple business perspectives.
- Designed the function to simultaneously support conversion to a new online claims system, assist in report reconciliation efforts, and improve interpretation of summary reports.
- Evaluated available tools and then designed, built, implemented, and populated a data dictionary tool as a repository for metadata.
- The subsequent voluntary adoption of our data dictionary database by similar groups in other operating areas such as health, etc., was a very high compliment.

**Presentations**

"Critical Success Factors: Dotcoms and Construction Procurement", Berkeley Forum on Construction Procurement and Marketplace Transformation, Haas School of Business, University of California at Berkeley, October 18, 2000.

**Formal Education**

B.A., Psychology, University of Chicago  
Numerous management training courses and seminars  
Basic insurance courses  
Seminars on structured programming and systems life cycle  
Various seminars on construction law and accounting