


DEXTER VEAL

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Summary

LEARNING AND DEVELOPMENT

I have 27 years of experience in manufacturing from OSHA facilities to MSHA facilities. I have developed over 300 employees for multiple roles within both industries combined. During my career, I have attained several positions such as, Logistic/ Production Coordinator, Learning and Development Specialist, and Training Manager. My most recent role as the Training manager, I planned, organized, directed, site wide training for safety attendance, to achieve 100% participation for over 600 employees. I measured the training process by adopting a scorecard system ; which helps visualize the areas for improvements.

Experience

Training Manager

KaMin

Oct 2022 - Present (11 months)

I drove cost utilizing Oracle ERP

Created training curriculum for over 150 newly hired employees

Built developmental plans for 150 employees

Implemented Train the Trainer Process for over 50 newly hired employees

Managed the Train the Trainer Process for over 50 newly hired employees

Revised and managed Corporate Training Plans for 6 sites

Created and implemented task training for 25 pieces of equipment

Managed company training matrix for 300 employees

Coordinated MSHA (Mine Safety Health Administration) for the entire company

Organized over 400 employee training records

Conducted and administered forklift training to 20 Train the Trainers

Reduced customer complaints by 10%

Learning and Development Coordinator

BASF

Jan 2019 - Oct 2022 (3 years 10 months)

Provide leadership/ direction for over 130 employees at two facilities

Led a team of 4 Trainers to manage Train the Trainer with 100% completion

Preserved over 100 SOPs (Standard Operating Procedures) for two facilities

Reduced waste by 5%

Facilitated the Mine Safety Health Administration Training for over 400 employees

Logistics Coordinator

BASF

Oct 2007 - Jan 2019 (11 years 4 months)

Led production utilizing SAP ERP that resulted in 95% on-time shipments
Reduced overtime by managing equipment and employee resources
Supervised 90 team members daily
Developed 3 salary employees that resulted in 2 promotions
Controlled 90% customer complaints in a timely manner
Evaluated 9 pieces of equipment capabilities
Governed process bottlenecks that eliminated production constraints.
Organized resources to produce at 90% maximum efficiency.



Field Auditor

Charter

Oct 2006 - Jun 2009 (2 years 9 months)

Responsible for home installations and field audits for the cable network systems.

- Increased nonpaying customer base to paying customer by 20%
- Reduced customer complaints from 27% to 15%
- Saved the company over \$30,000 for equipment retrieval



Production Coordinator

Vernay

Aug 2000 - Jul 2006 (6 years)

Responsible for 4 Salary Supervisors and 83 non-salaried employees

- Implementing reusable containers for the entire shipping process, and resulted in a savings of \$140k
- Implemented Kanban system with savings over \$77,000.
- Implemented the FIFO system for the internal processing departments
- Lead 5s Workshops

Education



Kaplan University

Bachelor of Business Administration, Business Administration and Management,

General

2015 - 2017



Central Georgia Technical College

Associate's Degree, Information Technology

1999 - 2002

Skills

Communication • Problem Solving • Creativity Skills • Cross-functional Team Leadership • Organization Skills • Employee Training • Interpersonal Skills • Logistics Management • Time Management • SAP Materials Management (SAP MM)