

Daniel H. Rodriguez

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Change Leader

Strong business qualifications with a track record of more than 15 years of hands-on experience in business unit development, strategic planning, and talent development. Proven ability to successfully analyze an organization's critical business requirements, identify opportunities, and develop innovative solutions for enhancing competitiveness, increasing revenues, and developing a pipeline of talent. Bilingual, both oral and written, in English/Spanish.

- Leadership
- Training & Teambuilding
- Program Development
- Business Development
- Strategic Planning
- Collaboration
- Talent Development
- Workforce Planning
- Employment Law

Career Experience

Cameron, a Schlumberger company

2013 to Present

North America East Director of Operations, Surface Systems

Implement the overall business strategy and growth plan and maximize profitability. Manage operations in 4 Basins with an annual revenue of \$160M and 350+ personnel.

- Created and leading the implementation of a new Service Delivery Model focused on increasing visibility of key activities, multi-skilling, optimized support, and remote operations.
- Developed long term partnerships with key customers to increase market share in each basin.
- Increased capacity while right sizing each Operation resulting in a 10% increase in profitability.

Talent Manager, Surface Systems

Responsible for developing and executing a Strategic Workforce Plan to enable our Business Ambitions. Oversee the Performance Appraisal process, Talent Identification, Succession Planning, Moves Planning, Training & Development programs, and Engagement programs.

- Directed the adoption of Schlumberger guiding principles within Cameron (borderless careers, recruit where we work, early risks, continuous learning, and diversity as a cornerstone).
- Developed 3-year competency-based programs for each major function to develop a bench strength of future talent and to achieve gender balance and nationality targets in key markets.
- Created a Division specific leadership profile (competencies, behaviors, experiences, and exposures) to develop key talent to become the future leaders of the Division. Conducted an annual talent review to plan for strategic moves based on the leadership profile.

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Regional Operations Manager, Valves & Measurements

Managed Latin America services operations in Mexico, Trinidad, and Brasil. Led expansion of services footprint in Ecuador and Colombia.

- Achieved year over year growth of 40% by developing key partnerships and focusing on establishing a strong sales funnel for future opportunities.
- Developed and empowered leaders in key markets to introduce new lines of service and develop self-sustaining operations that could quickly respond to the needs of our customers.

Field Service Manager, Drilling Systems

Managed the Global Aftermarket Service Department of 150 personnel which included 2 different Product Lines (Pressure Control and Rig Equipment) and 3 different business units. Responsible for a P&L of \$35M.

- Led the Drilling Services reorganization by assuming control of the Rig Equipment business. Immediately turned the business around increasing margins from 10% to 53% and increasing utilization from 45% to 65%.
- Reduced employee turnover by 25% by creating a career ladder and development program for Service Specialists. Promoted from within 3 employees into Leadership positions.

General Manager, Cintas Fire Protection

2010 to 2013

Business leader that progressed from Service Manager to Operations Manager exceeding sales targets, introducing new lines of business, and developing safety/training programs. Introduced the startup and development of the Fire Protection Division in Houston and grew business from \$0 to \$3 million in just 3 years.

- Recognized as the #1 Location in a Division consisting of 47 locations. Ranking based on profitability and revenue.
- Directed the acquisition of Phoenix Fire Protection and exceeded break even projections by 3 months. Introduced new lines of service to Phoenix Fire customers and obtained an internal growth of 40%.

Company Commander, US Marine Corps

2005 to 2009

Logistics Officer in the Marine Corps with 2 deployments to Iraq in support of Operation Iraqi Freedom. Served as a Platoon Commander, Executive Officer, Logistics Advisor, and Company Commander.

Education

Doctor of Jurisprudence | University of Houston Law Center

Master of Business Administration: Finance | University of St. Thomas

Bachelor of Arts: Philosophy | Oral Roberts University