

Paul C. Kolenda

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Professional Summary

I am a performance driven and growth focused entrepreneurial leader with over 17 years of business experience. My background includes a wide-ranging knowledge base of business leadership, innovation management, new product development, cross-functional team management, business modeling, brand positioning, and business strategy development.

Core Qualifications

Executive Leadership: 2+ years of leading business units and growing organizations.

Business management: 6+ years of overall administration and managing of NPD teams.

Product development: 16+ years of experience developing innovative products.

Electro-mechanical design: 17+ years utilizing design software and processes for NPD.

Technical Experience

- **New product development:** Extensive knowledge in new product development processes for innovation, design strategy, marketing, project and product management, and financial modeling.
- **Engineering software:** Over 17 years of experience using software for NPD including 3D & 2D CAD, computational fluid dynamics, finite element analysis, optical simulation, Microsoft office suite, Microsoft project, CRM, and ERP software.
- **Thermal design:** 12 years of experience designing thermal management solutions for electronic products. Trained and certified in Autodesk Simulation CFD software.
- **Optical design:** 10 years of experience designing optical systems for LED lighting products. Experience with manufacturing processes for optical development. Trained and certified in TracePro and Zemax software.
- **Manufacturing expertise:** Experienced in the art of designing for manufacturing as well as numerous manufacturing processes related to mechanical, electrical, and optical assemblies and components.

Education

Master of Product Design and Development Management

June 2013

Northwestern University, Evanston, IL

Bachelor of Science in Mechanical Engineering

December 2005

Northern Illinois University, DeKalb, IL

Experience

IDEAL Industries, Inc.

Sycamore, IL

Director of New Product Development, R&D

6/19 – Present

- Responsible for \$2.5M budget of R&D cost center.
- Responsible for defining and supporting the Corporate R&D Business Unit's long-term strategic plan by driving and promoting new product development and continually improving upon and promoting existing product lines.
- Support and develop the strategic plan for new product ideas, market research, financial justification, marketing plans, promotion, etc.

- Led the restructuring of Corporate R&D function from shared services model to technology development and innovative new product development function.
- Created and deployed internal incubator for ideation of unmet customer needs and problems statements that were relevant to IDEAL's business units and strategic goals.
- Responsible for contributing to new product design, engineering, manufacturing, marketing, and strategy.
- Leadership and management of the IVRY Technologies business unit in the development and commercialization of a virtual reality SaaS product that resulted from R&D activities.
- Management of internal intrapreneurship program developed in partnership with Northern Illinois University.

LEDiL, Inc.

Engineering Manager

Sycamore, IL

4/17 – 6/19

- Responsible for staffing, training, organization, productivity and general management of the product design, application engineering, and quality engineering teams.
- Responsible for custom product development, project management, and revenue growth for North American market.
- Managed and supported engineering projects at a high level working within cross-functional teams located globally.
- Participated in strategic and business planning functions including product strategies, workforce requirements, and expense and capital budget proposals.
- Responsible for business development and revenue stream creation in North American market.
- Developed and implemented policies, standards, and procedures for the engineering and technical work performed in the department.
- Provided oversight for all engineering aspects of product development in USA branch of business.
- Tracked and reported project status to management and took all necessary steps to maintain project schedules.
- Provided guidance for product specification development.
- Kept up to date on industry standards, regulatory agency and code requirements (UL, CSA, IEC, Energy Star, DLC, etc.).
- Stayed abreast of technological developments in area of responsibility.

Hubbell Lighting - Norlux and Thomas Research Products Brands

Engineering Manager

Elgin, IL

1/16 – 4/17

- Responsible for the overall administration and management for assigned engineering related activities.
- Directed cross-functional team of engineers in developing new standard and custom products for Hubbell Lighting Components division.
- Oversaw all phases of product life cycle including new product innovation, research and development, strategic business development, supply chain management, decision-making, and implementation.
- Managed re-organization strategies, hiring decisions, and talent building efforts within the engineering department.
- Managed engineering budget for new product development initiatives.
- Directed project bidding and proposal creation for custom design services.

Hubbell Lighting – Norlux Brand

Senior Project Engineer

Elgin, IL
1/14 – 1/16

- Managed new product development projects and organizational strategic initiatives through use of timelines, technical support, logistics, and communication.
- Created, coordinated, and championed product development milestones and timetables.
- Allocated internal and external resources to ensure project timelines and milestones were met.
- Developed and researched intellectual property related to lighting and microelectronics.
- Proposed, conceptualized, and developed new and innovative LED lighting concepts for proofing and further development.
- Conducted feasibility studies related to new product development through market research, IP research, concept generation, and potential success through profit and loss analysis.
- Expanded organizations design and engineering services to align to organizational strategic initiatives.
- Interpreted requirements for new products from statements of work and created product specifications.
- Contributed to supplier selection processes and negotiation processes for launching new products within budgetary and cost target constraints.

Norlux

Project Engineer

Carol Stream, IL
1/10 – 1/14

- Managed new product development projects by planning, organizing, and managing resources to successfully complete specific engineering project goals and objectives.
- Managed project team resources in mechanical, electrical, thermal, and optical engineering disciplines.
- Designed mechanical, electrical, and optical assemblies for new products within project constraints.
- Supervised engineering and CAD drafting personnel.
- Ensured that projects were completed within financial forecasts and within project schedules.
- Assisted in strategic planning within organization to define direction and make decisions on allocating resources to pursue strategic initiatives.
- Acted as primary technical point of contact for the customer.
- Managed the release of project tooling.
- Designed for and validated compliance with UL, FCC, FAA, aerospace, medical and military specifications.
- Implemented and created documentation for ISO 9001 certification.

Mechanical Engineer

5/05 – 1/10

- Designed and analyzed mechanical systems through use of engineering software, engineering mechanics, strength of materials, and material science.
- Designed and analyzed thermal systems through use of heat transfer, thermodynamics, and fluid mechanics principles.
- Designed and analyzed optical systems for LED lighting. Simulation of optoelectronic systems in TracePro and testing using photometric lab equipment.

- Provided mechanical designs for new components, assemblies, fixtures, and process equipment for microelectronic assembly including surface mount technology (SMT) and chip-on-board (COB) equipment.
- Provided data, calculations, and documentation to substantiate design decisions. Initiate engineering change requests. Developed documentation, specifications, bills of materials and manuals for new products and assemblies.
- Developed and tested models of alternate designs and processing methods.
- Researched, designed, evaluated, installed, operated, and maintained mechanical products, equipment, systems, and processes.
- Interfaced with production to insure smooth introduction of designs and equipment into production. Investigated and resolved rejected incoming parts, investigated and resolved initial production problems.

Professional Achievements

- Successful management, design, and launch of 100+ products.
- Managed the development and commercialization of an innovative training platform for the electrical industry utilizing virtual reality technology under SaaS business model.
- One of 8 Norlux start-up employees that grew the business on average 30% year over year in revenue from 2006 to 2013 and grew the organization to over 80 employees which led to an acquisition by Hubbell Lighting in 2013.
- One of 3 LEDiL, Inc. start-up employees that established the business and grew the custom product development business by 26% in the second year of business and 23% in the third year.
- Designed a non-lethal weapon system that was featured on History Channel's Modern Marvels "Strange Weapons" (2008).

Patents

US 2018/0014374 A1
USD840061 (S)
USD840062 (S)

Languages

Conversant in Polish