

Randolph Rowland

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CAREER HIGHLIGHTS:

Teamwork, LLC Shelburne, VT www.teamwork.biz

*Teamwork is a network of trainers with diverse experience. Teamwork provides customized workshops and training to leaders, employees, lawyers and other professionals, as well as Boards of Directors, for the purpose of maximizing the effectiveness and well-being of each individual and each group. Formally know as **Orchard Point Associates, LLC**, whose focus was on applying such training and consulting to family businesses.*

President

2002 –

Assists both organizations and individuals to achieve their highest potential using the tools afforded by training in the Myers Briggs Type Indicator, Emotional Intelligence theory, and the experience gained from a career that has ranged from public accounting to leadership positions in diverse industries.

Other current positions:

- DIRECTOR, National Center for Employee Ownership
 - NCEO provides information about employee ownership and is the main publisher and research provider in this field.
- MEMBER, Professional Responsibility Board, State of Vermont
 - Appointed by Vermont Supreme Court to the seven-member board that oversees the conduct of all lawyers practicing within the state.
- PRESIDENT, Vermont Chapter of the Association for Psychological Type International.
 - Award-winning chapter of the organization that represents Myers-Briggs Type Indicator professionals.

New Horizons Computer Learning Center of Vermont, Williston, VT

Affiliate of international franchise: the leading provider of computer training worldwide.

President

2000 – 2002

Purchased franchise rights in 1999. Directed senior team: Training Manager, Sales Manager, Operations Manager, and Facilities Manager. Established goals and controls; monitored results to increase profit margins, enhance market position, and reduce operating costs. Assisted in sales efforts through use of extensive business and community contacts.

- Led company to profitability within start-up period plan.
- Acquired training company and expanded market share.
- Guided company through downsizing after 9/11 corporate training reductions.
- Sold business to Vt. Panurgy Corp.

Techtronics Supply, Inc., D/B/A Summit Technologies, Williston, VT

Integrator of computer products, networks and software. Products included Apple and PC systems, as well as Novell and Microsoft network operating systems.

CEO

1994 – 2001

Joined the company as an investor in 1988. Appointed CEO to establish new business strategy in light of the commoditization of computers, peripherals, and software. Oversaw the President and the Service Department Manager. Directly responsible for finance and accounting.

(Techtronics Supply, continued)

- Grew business from \$750,000 annual revenues to \$3M; purchased New Horizons franchise in 2000 to offer complete technology solutions to clients.
- Acquired Market Makers, another Vermont-based technology integrator, and doubled market share
- Identified market and industry-wide trends in the early 1990's and expeditiously refocused the business from retail to commercial sales and service, with an emphasis on network engineering.
- Expanded staff from 5 to 28 and guided corporate culture shift in turbulent computer technology marketplace.
- In first year of leadership, led company to highest profit in its 15-year history.
- Arranged sale of company to Computer Alternatives (CA) of Middlebury, VT in September 2001. Sale was coordinated with the acquisition of CA's training business by New Horizons.

Bertholon-Rowland Corporation, New York, NY

National insurance broker/administrator for professional and trade associations.

Director 1980 - 1996

Chairman 1983 - 1994

- Created a professional board of directors in a family owned business, altered the strategic planning process, which launched the company on the path to rapid growth

CEO 1987 - 1994

- Took reins of leadership during crisis: client representing 90% of firm's revenues was about to leave and move business to Marsh & McLennan Cos. Inc.
- Intense negotiations and company reorganization resulted in client remaining with B-R Corp.
- Created strategic plan that would diversify revenues. At the end of five year period, largest client, which continued to grow, represented only 55% of total revenues.
- Through acquisitions and strategic hiring, expanded regional company with a single office, to a national organization with four offices: Chicago, Boston, Washington, D.C., and New York.
- Initiated and oversaw the transition from a closely held private company to a 100% employee-owned enterprise.
- Guided company from \$7.5M in commission income in 1987 to \$19.0M (\$145M in premiums) in 1994.

EDUCATION & PROFESSIONAL DESIGNATIONS:

MBA, Accounting and Finance, University of Vermont, Burlington, VT, 1977

AB Economics, Middlebury College, Middlebury, VT, 1970

CPA Certificate, State of Vermont, 1979

ADDITIONAL TRAINING:

Basic Mediation Training, Woodbury College, 2004

Certified Myers-Briggs Type Indicator Administrator, 2005

Basic Bowen Family Systems Theory, 2005

OTHER PROFESSIONAL EXPERIENCE:

DIRECTOR, Overton Chicago Gear Company , Addison, IL	2006 - 2009
• 100% employee-owned international gear manufacturer	
DIRECTOR/Part-owner, Ski Tuner Manufacturing , Burlington, VT	1988 - 1995
• Purchased bankrupt firm in 1988. Outsourced manufacturing while retaining design and marketing functions in-house. After \$120,000 investment, sold business to Elan-Monarch in 1995 for \$2 million	
DIRECTOR, Dexter Bertholon Rowland, Inc. , Media, PA	1978 - 1992
• Broker for affinity group insurance products	
CONSULTANT, Entrepreneur Management Center , Burlington, VT	1983 - 1987
PUBLIC ACCOUNTANT, Randolph Rowland, CPA , Colchester, VT	1980 - 1983
Complete tax and financial reporting for clients such as Bertholon-Rowland.	
STAFF ACCOUNTANT, Briggs, Keyes & Co., CPA's , Burlington, VT	1978 - 1980
STAFF ACCOUNTANT, P.F. Jurgs, CPA's , Burlington, VT	1977 - 1978

PROFESSIONAL MEMBERSHIPS:

The ESOP Association
National Center for Employee Ownership
Vermont Employee Ownership Center
Vermont Society of Certified Public Accountants
Vermont Chapter of the Association for Psychological Type International
Association for Psychological Type International
Vermont Council on World Affairs
Young Presidents Organization, Metro New York Chapter (past)
American Institute of Certified Public Accountants (past)

COMMUNITY BOARDS:

Director, Finance, Building, Development, Long-Range Planning Committees Flynn Center for the Performing Arts, Burlington, VT	1997 - 2007
Director, Shelburne Citizens for Responsible Growth	2001
Director, Champlain Valley Greenbelt Alliance	2001
Trustee, Capital Campaign Chair, Treasurer, Nominating Chair Lake Champlain Waldorf School, Shelburne, VT	1995 - 2001
Director, Treasurer, Population Communications International, NYC	1990 - 1996
Director, Treasurer, Planned Parenthood of Northern New England, Williston, VT	1977 - 1983

OTHER ACTIVITIES:

Middlebury College Alumni Admissions Program , Interviewer	1989 -
Recreational Soccer League Coach , Shelburne, VT	1998 -
Little League Coach , Shelburne, VT	1998 - 2001
Student Mentor , George Washington High School, New York City	1988 - 1994

FAMILY:

Married to Virginia H. Rowland
Three Children: Scott, age 19; Mark, age 16; Anna, age 9