

Brad Stewart

Versatile leadership for strategic clarity, operational precision & people-centered solutions

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Strategic & Operational Leader with 25+ years of experience across Fortune 100s, nonprofits & privately held companies. Proven ability to navigate complexity, scale operations & lead transformation by aligning vision with execution. Known for building high-performing teams, driving measurable outcomes & partnering effectively across all levels of the organization. Ready to contribute as a senior leader, fractional executive or trusted advisor.

What I Can Do for You:

- **Strategic Leadership & Transformation** Align vision with execution to guide organizations through growth, complexity & change. Design & deploy strategies that reduce risk & accelerate results.
- **Operational Excellence & Organizational Effectiveness** Build scalable systems & processes that improve productivity, quality & financial performance. Implement metrics & dashboards to sustain long-term success.
- **Change Management & Cultural Alignment** Lead change with clarity—aligning people, resources & initiatives with top-line business goals. Skilled in cross-functional team leadership & stakeholder engagement.
- **Performance Management & Data-Driven Decision-Making** Turn data into insight with KPIs, feedback loops & performance frameworks that drive accountability & continuous improvement.
- **Engaging Leadership & Team Development** Foster trust through candid coaching & mentoring. Strengthen culture, unlock team potential & promote growth through collaborative leadership.
- **Financial Planning & Budget Management** Guide financial strategy, budgeting & resource allocation to support operational goals & strategic growth.

Executive Strengths for Business Results

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| • Strategic Planning & Execution | • Change Management |
| • Business Transformation | • Leadership Development & Coaching |
| • Organizational Design | • Team Collaboration |
| • Operational Effectiveness & Efficiency | • Stakeholder Engagement |
| • Performance Management | • Executive Communications |
| • Program & Project Leadership | • Board Engagement |
| • Business Process Design | • P&L Management |
| • Continuous Improvement | • Mentoring & Coaching |
| • Quality Systems | • Cross-Sector Expertise |
| • Vendor Management | • Governance & Compliance |

Consistent Values that Engage & Motivate

Authenticity, Respect & Integrity Build & sustain trust as the foundation of every relationship

Purpose, Impact & Community Create lasting meaning & value in people's work & organizational outcomes

Inclusive Problem Solving Elevate solutions by welcoming diverse perspectives & valuing every voice

Learning & Improvement Celebrate wins while continuously reaching for better outcomes

Balance & Intentionality Boldly engage with clarity—choosing progressive paths while minimizing risk

A Career of Impactful Growth

Red Cardinal Advisors Boutique advisory firm serving mid-sized & mission-driven organizations, Tyler, TX 2022-2025

MANAGING PARTNER

Founded & lead Red Cardinal Advisors, helping executive teams align strategy with execution to sustainably scale. Provide advisory & fractional leadership support to organizations navigating growth, transformation & complexity. Key Services include:

- Strategic planning & execution support for CEOs, COOs & boards
- Operational design & cross-functional alignment for scale
- Leadership advisory, executive coaching & performance frameworks
- Business process improvement, organizational effectiveness & change management
- Interim & fractional executive support (CEO/COO/Chief of Staff)

Burton Oil Service Operations, LLC Privately held \$20M+ oilfield services company, Tyler, TX 2022-2025

CHIEF EXECUTIVE OFFICER

Recruited by the founder to lead the company through a period of professionalization & growth.

- Increased annual revenue **32%** & EBITDA **49%** through strategic investment & operational optimization
- Installed scalable infrastructure across HR, accounting, customer credit, operations & compliance – enhancing governance to enable sustainable growth
- Built & mentored a high-performing executive team, fostering a culture of safety, accountability, continuous improvement & customer focus
- Partnered with ownership to develop & execute multi-year strategic plans aligned with market dynamics & company vision
- Led financial planning, investment strategy, debt structuring & corporate reporting to demonstrate & ensure financial stability & profitability
- Strengthened brand recognition & reputation through active engagement with clients, industry partners & community stakeholders
- Optimized service offerings, pricing strategy & customer feedback loops to enhance client satisfaction, retention & growth.
- Developed & maintained sales pipeline, driving relationship-based growth & high resource utilization

North Texas Food Bank \$200M+ non-profit serving 800,000 neighbors across 13 counties, Plano, TX 2018-2022

CHIEF OPERATING OFFICER

Led 150-person Operations Team, spanning programs, logistics & shared services. Visionary architect of multi-year Strategic Plan. Chief collaborator for NTFB's Partner Network of 200+ charities. Incident Commander for COVID & natural disaster responses. Key contributor to high-value fundraising.

- Spearheaded organizational professionalization to improve sustainability, scale & client/employee satisfaction
 - Increased annual meal impact by **75%** to 126M/year on just **18%** program cost growth
 - Formed & led the Shared Services & Infrastructure Team, integrating Quality, IT, Facilities, Procurement, Training & Development, Safety, Customer Service, BI & PMO
 - Doubled core operational productivity, moving meals/dollar from 3 to 6+
- Reversed sentiment across the Partner Network through strategic engagement & support
 - Led NTFB's COVID-19 response, doubling food throughput, securing \$13M+ in federal aid & coordinated 270+ National Guard personnel
 - Consistently outperformed financial plans, generating significant annual surpluses
 - Maintained perpetual disaster readiness in coordination with local municipalities & the state
- Authored & released 2021-25 Strategic Vision, Framework & Plan

- Guided Board & staff through development, vetting, approval & publication of **Nourish North Texas**, the strategic plan for NTFB's next chapter
- Initiated major investments in service equity, data-driven planning, partner network growth & household resourcing
- Launched \$3M/year grant-making program to address food insecurity's root causes & grow benefit equity across North Texas
- Led implementation of related programs, initiatives & multi-year measurement framework

Microsoft Corporation World-class software, services & leadership provider, Redmond, WA

2005-2018

DIRECTOR, CONSULTING DELIVERY MANAGEMENT 2016-2018

Led delivery of \$160M/year application development project portfolio across a wide range of customers' cloud & custom development initiatives through a combination of Agile & waterfall project management practices. Developed & executed multiple successful Microsoft strategic global initiatives for improved efficiency & sustainability.

- Delivered durable business results for major clients including Ford, Walmart, American Airlines, NYPD, FBI, DoD, Grant Thornton, LAUSD, CDC & VA
- Achieved **87%** customer satisfaction through consistent delivery excellence & strategic alignment
- Earned **95%** favorable feedback on team performance, coaching, culture & leadership effectiveness

DIRECTOR, AMERICAS SERVICES TRANSFORMATION 2015-2016

Architected & led a 9500-person reorganization & change management initiative across the Americas. Success of the transformation led to global consulting engagements across Africa, Asia, Australia & Europe.

- Rehired all Americas management positions, mapped all frontline personnel & implemented revised Lead-to-Order & Order-to-Cash business processes
- Delivered a successful, on-time launch with strong feedback from field leaders & organizational stakeholders
- Provided strategic consulting & coaching for sister transformations across four continents

DIRECTOR, US PREMIER STRATEGY & INTEGRATION 2012-2015

Served as Chief of Staff to VP of \$1.3B US Premier business. Led strategic planning, coordinated execution & performance reporting across Field, HQ, Corp Finance & Customer Service.

- Built & aligned the \$1.3B US Premier P&L, driving performance management & executive communications
- Streamlined operations through development, vetting & execution of business strategies & initiatives

GLOBAL BUSINESS MANAGER 2007-2012

Led operational management for global support organizations of 1,000+ personnel. Directed business intelligence, budgeting & reporting processes across all organizational levels.

- Delivered best-in-class customer satisfaction at the lowest unit cost compared to peer organizations
- Executed multiple global strategic initiatives for improved profitability, effectiveness & customer impact

CAMPUS OPERATIONS MANAGER 2005-2007

Owned real estate & campus services for South-Central US. Led 50-person operations team for the Dallas Campus.

- Reduced operating & capital budgets by **25%** over 2 years while improving client satisfaction
- Oversaw tenant improvements & facility remodels across the regional portfolio

Texas Instruments, Inc. Global semiconductor designer & manufacturer, Dallas, TX

2000–2005

SENIOR PROCUREMENT SPECIALIST 2003-2005

Managed global supply chain operations for \$50M in annual spend, including pricing, logistics, quality & vendor performance.

- Delivered **14% annually-recurring cost reductions** through strategic sourcing & skilled negotiations
- Streamlined operations by applying root cause analysis to resolve raw material quality issues

QUALITY & RELIABILITY ENGINEER 2000-2003

Oversaw quality control for 300+ incoming materials, supporting a \$6B/year manufacturing facility.

- Delivered **\$2.7M** in annually-recurring savings through quality improvements & process optimization
- Led corrective action teams to eliminate manufacturing defects & implement containment, corrective & preventative measures-significantly boosting productivity

Air Liquide Corporation Global provider of chemicals & services to manufacturing industry, Dallas, TX 1998-2000

ANALYTICAL CHEMIST

Developed & implemented analytical methods for high-purity materials using experimental design, data interpretation & client collaboration.

Education

Master of Business Administration (MBA)

Southern Methodist University, Dallas, TX

Strategy & Entrepreneurship, Management & Consulting, Marketing

Bachelor of Science

University of Texas, Austin, TX

Analytical Chemistry

Recognition, Training & Philanthropic

Continuing Education & Certifications

- Pastoral Ordination, Bent Tree Bible Fellowship, 2022-2023
- Executive Certificate in Non-Profit Governance, UT Dallas Jindal School of Business, 2021
- International MBA Exchange Program, WHU Otto Biesheim School of Management, Germany, 2003
- Beta Gamma Sigma National Business Honor Society Inductee, 2003
- Extensive leadership & management training, 2000-2025
- United States Top Secret Security Clearance (interim), 2017

Awards & Honors

- Microsoft Alumni Hero for food insecurity impact, Microsoft, 2020
- Global Circle of Excellence Gold Club Award, Microsoft, 2016
- Most Valuable Performer Award, Microsoft, 2015
- Gold Star Award, Microsoft, 2011
- Great People, Great Performance Award, Microsoft, 2010

Leadership & Service

- Leadership Bench Program, representing top 3% of global employees, Microsoft, 2010–2012
- Founder & President, Lovepacs, a 501(c)(3) charity serving at-risk children 1M+ meals, 2011-2016
- Strategic Vision Leadership Team, Bent Tree Bible Fellowship, 2019-2020