



## **Norm Thomas**

### **Qualifications Summary**

Norm is a seasoned financial leader with over 30 years of experience in forecasting, reporting, planning, and administration at all levels of management and operations within the manufacturing and professional services industries. Norm's credibility in establishing strong, diverse, and effective relationships has allowed him to lead organizations through exceeding their growth objectives.

### **Professional History**

Institute for Corporate Productivity	CFO	2019 – 2021
FarWest Fabricators	Interim President	2017 – 2019
Litera Corporation	Chief Finance & Administrative Officer	2011 – 2017
Microsoft	Sr. Director for Accounting, Legal & Consulting	2004 – 2011
Microsoft Consulting Services	Global Finance Director of Operations	1998 – 2004

### **Accomplishments**

- Exceeded \$231M revenue team quota for six consecutive years, delivering among the highest per capita results within Microsoft for Enterprise businesses.
- Led acquisition due diligence and financial analysis for Microsoft's integration of Great Plains Software's services arm integration, providing business case, resource models, and execution plan.
- Project-managed global deployment of Professional Services Automation system for multinational organization of 4,500 technical consultants, enabling accurate forecast reporting for quarterly SEC filings.
- Reduced the total number of silo Customer Relationship Management systems used by an 1800-member Enterprise field sales and marketing organization from 45 to two, providing operational economies of scale and significantly more effective sales management.
- Deployed four Manufacturing Resource Planning systems, using diverse teams for customization, configuration, training, deployment and user-acceptance, as well as follow-on monitoring and support.
- Won \$26M pursuit against significantly-larger competitors for multi-year Y2K remediation project at Russell 2000 Index, fostering additional follow-on engagements and new lines of business
- Designed, developed, and sold over 200 copies of PC-based commodity futures investment management software marketed to very high-end private hedge-fund traders.
- Managed systems design, development, and deployment project for large-scale bunker fuel operations software, giving a significant pricing advantage to that year's 38th-fastest growing company in America.

### **Licenses / Education**

- Master of Business Administration – Finance & International Economics, University of Washington
- Bachelor of Business Studies – Accounting, University of Southern California