



Norm Thomas

Qualifications Summary

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

Professional History

CFO Selections	Consultant	2021 – Current
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 6 consecutive years, delivering among the highest per capita results in the company for Enterprise businesses, building pursuit teams.
- Led acquisition due diligence and financial analysis for Great Plains Software's services arm integration into Microsoft, proving business case, resource models and execution plan.
- Project-managed global deployment of Professional Services Automation system for multi-national 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 Enterprise field sales and marketing organization of 1,800 from 45 to two, providing operational economies of scale and significantly more effective sales management.
- Deployed 4 Manufacturing Resource Planning systems, using diverse teams for customization, configuration, training, deployment and user-acceptance, as well as 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 218 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