

Elliott R. Mott
West Valley City, Utah
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Professional Experience (Listed backwards beginning with most current)

NAVAJO ARTS & CRAFTS ENTERPRISE (4 years)

Manufacturer, Retailer and Wholesaler of Handmade Navajo Crafts [Navajo Nation Non-Profit]

Chief Executive Officer

Directed operations in a turn-a-round environment to perpetuate the crafts' heritage of the Navajo people. Created a business plan that doubled sales in four years from \$6.7M to \$12.2M. Established GMP's (Best Practices) and an Employee Handbook to structure operations. Initiated intellectual property protections. Supervised seven retail locations and two production centers in two states. Directed expansion into catalog, trade show and e-commerce to diversify marketing channels. Upgraded accounting platform to MAS 90 (from Sage' Business Works) and restructured financial operations bringing accountancy current. Opened three new stores in Arizona and New Mexico. Expanded product lines. Added a gift card, engraving, embroidery, leather crafts, and tour guide services to expand sales. Collaborated with NM and AZ tourism and convention bureaus. Opened display in Arizona Visitor's Center. Strengthened IT/ POS systems reinforcing IT security, inventory accountability and sales tracking capabilities.

ROOSEVELT & TORREY, INC. (12 years)

Real Estate Services & Publishers

President

Shepherded initial business start-up and managed governance as the corporation diversified from real estate services into publishing and adventure travel. Crafted strategic plans and synchronized risk management as business operations diversified. Managed brokerage operations to include marketing, advertising, trust accounting, property services, lease administration and planned preventative maintenance programs. Developed adventure travel tour guides for retail and wholesale markets. Organized tour groups to test adventure guides as a quality control measure.

THE CORNU COMPANY (2 years)

Landscape Contractors

General Manager

Managed overall day-to-day activities in a turn-a-round business environment. Established internal procedures to bridge-in operations to include upgraded office SOP's and bookkeeping reforms. Tightened personnel policies and operational protocols to contain costs. Streamlined employee dispatch to improve productivity. Reorganized staffing and upgraded key positions resulting in increased efficiencies. Shifted high-risk and short-term projects to sub-contractors to minimize risk exposure.

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XL EQUIPMENT COMPANY, INC. (5 years)
Fitness Equipment Manufacturers

Vice President

Directed manufacturing operations in a new product roll-out environment. Supervised the establishment of new fabrication facilities to including to include start-up staffing and materials management. Coordinated off-site contractors producing sub-components and providing support services with on-site fabrication. Created and administered quality controls to ensure high customer satisfaction and minimized warranty exposure. Directed R & D projects and performed assorted technical writing to include instruction manuals, warranty information and engineering drawings for patent applications.

Additional Professional Experience & Business Seasoning (Summarized.)

Sales Training Manager, Sales Representative, Dyna Gym Intermountain (Became XL Equipment Company, above); Quality Assurance Manager, Safety Manager, Production Supervisor, Condis Foods; Sales Representative for Motorola Communications, Monroe Business Systems, Hooper-Ballstaedt Realtors, and Murray First Thrift & Loan.

Other Experience (Employment primarily during school to finance my education. Summarized.)

Sorority Houseboy, Delta Delta Delta; Laborer, Granite School District; Bar Tender, Park West Ski Resort; Research Assistant, Utah State University; Student Adviser, Utah State University Housing; Landscape Technician, The Salt Lake Country Club; Housekeeping Associate, University of Utah Hospital; CNC Operator, Regional Supply; Quality Control Technician, Hanson-Eagle Precast. Laboratory Technician, Mott Biolaboratories.

Military Service

US MARINE CORPS
Senior Rank: Captain

Employed principally as a Communications & Electronics Officer with concurrent responsibilities as a Communications & Electronics Security Officer, Community Relations Officer, Criminal Investigations Officer, Guard Officer, Human Relations Instructor, Operations Officer, Officer In Charge of Rifle & Pistol Teams, Payroll Officer, Platoon Commander, Prisoner Liaison Officer, Property Control Officer, Safety Officer, Special Services Officer and as a Watch Center Officer. Honorably discharged.

Education

AACSB Bridge Program PQ Qualified
M.B.A. -- Westminster College
B.S. -- University of Utah

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Statement of Teaching Interest

I am eager to apply lessons learned in industry into the classroom and teach business courses as a second career. This career shift is a primary reason I completed AACSB's Bridge Program -- to *bridge* the pathway between the business world and academia.

Teaching business courses to undergraduate and graduate college students is an ideal way for me to leverage the tacit knowledge and business acumen gained during my business career (see above.) In the classroom I can contribute real world experiences from sales, service and production environments and from the for-profit and non-profit sectors enriching student learning. I can relate day to day operational challenges to business theory and attest to the importance of cash flows, business processes, accountancy, sales, human resources, core ethics, resourced based strategy and executive leadership. Moreover, from personal experience I can communicate the excitement of business start-up, the exhilaration of business ownership, the thrill of new product roll-out, the challenge of turnarounds, the self-denial stages of business failure, and the agony of dysfunctional and corrupt board of directors.

I am eager to join the teaching profession because in my opinion business schools play a profound role in building tomorrow's business leaders. B schools teach business principles and processes, construct commerce skill sets, introduce theory and mold student value systems. On the latter point, it is my view that aspiring captains of industry need to be sensitive to the big picture and comprehend the impact their decisions have not merely on the bottom line but on every stakeholder; furthermore, students need to appreciate that increasing shareholder value is but one dial among many dials on their governance dashboard to which they are accountable and their legacy judged.

Finally, shifting focus to the teaching profession after many years in business will be rejuvenating; in addition, I regard teaching business courses an exciting reaffirmation of my business career and a motivation behind becoming AACSB PQ qualified. Indeed, the opportunity to ignite student passions for business, shape governance dashboards and influence value systems in positive and meaningful ways is a magnificent way to apply the lessons I have learned and pass them along to tomorrow's business leaders.

Teaching Interest Areas

- General Business Principles & Processes
- Governance
- Ethics
- Strategy
- Marketing
- Sales
- Human Resources
- Entrepreneurship
- Non-Profit Leadership & Management

