

DAVID GREGORY MOORE

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SUMMARY

Very engaging and innovative leader of Diversity, Training, Productivity Improvement, Manufacturing Operations, Total Quality Management, Engineering Administration, plus Community Engagement.

- Key/Active Diversity Office partner (8 yrs.) with Diversity Directors for \$4B business--16,000 employees; Business recognized by Raytheon (RTN) as a Best Practice D&I organization.
- Chair/Co-Chair of regional multi-business North TX Diversity Council (20 yrs.). Co-creator of many Raytheon Company Employee Resource Group best practices.
- Sponsored/created/delivered numerous Training & Education classes to thousands of employees
- Certified Raytheon Lead Six Sigma Expert; product line projects saved millions \$\$.
- Successfully led major multi-site projects and product-line programs.
- Past President of Greater Dallas Texas Diversity Council Advisory Board (3 terms), and past President/Chairman of the Board for a work/life nonprofit organization (3 years); annual events were always profitable.

WORK HISTORY

Raytheon Company, McKinney and Dallas, Texas
Texas Instruments, Incorporated, Dallas, Texas

1997 - 2013
1969 - 1996

Raytheon Company Diversity

- Employee Environment Team Chair, Raytheon Diversity Council. Global Mentoring program launched and mainlined to world-wide employees by this team.
- Co-created the Diversity Diamond diversity metric used by both Raytheon Company & Texas Instruments.

Business Unit Diversity

- Actively partnered with business Diversity Directors on all diversity matters; led the annual Action Plan process & execution of diversity projects; co-authored diversity performance goals for 1000 leaders, 4 levels.
- Performed analysis/made action recommendations on Employee Opinion Survey diversity data. Recommended the Program Manager Project, selected by Business Diversity Council as a key action for making fundamental culture change.
- Major Business-level Projects:
 - Established internal Facebook website, RSpace; 3000+ members, #20 most-used Raytheon site.
 - Co-created supervisor-led tops-down approach for RESPECT training to 16,000 employees.
 - Sold the use of centralized diversity funding method; adopted as Raytheon-level best practice.
- North TX representative to/facilitator for Business Diversity Council; regularly tracked and presented status/recommendations to executive members.

North Texas Diversity Council

- Chair/Co-Chair of North TX Regional Diversity Council for 20 years; established an effective, best practice annual budgeting / planning process; budget increased 4X to \$500,000 per year.
- Organized 2 Diversity Road Shows, educating >3600 employees across 7 sites.
- Established use of a 4-segment approach to focus Employee Resource Group (ERG) activities; adopted by Raytheon as a best practice across all 100+ company ERGs.
- Organized Veteran's Day recognition event across 7 sites; 2300+ employees participated annually.

North Texas Employee Resource Groups

- Collectively organized 150-250 Community & Employee events per year, engaging 7000+ students in STEM activities and 1000+ employees in diversity education.
- Created majority of Raytheon-recognized ERG Best Practices.
- Adopted use of video-taping diversity training events for rebroadcast to all sites, giving access to many more employees at a greatly reduced cost.

Quality

- Successfully led Division-level, multi-site ISO 9001 Registration effort for high-technology division with 2000+ employees as Division Total Quality Manager.
- Prepared and coordinated site-level leadership, communications, and examiner visit activities for the successful Texas Instruments Malcolm Baldrige National Quality Award pursuit.
- Effectively facilitated 3 Division-level & 2 Department-level Leadership Teams, including establishing yearly plan & metrics, continuous improvement actions, communications, ongoing progress reviews, and weekly meetings.

Raytheon Six Sigma (R6S) Productivity Improvement

- Orchestrated division overhead analysis resulting in \$500K annual savings through establishing improved cost controls. Reduced costs for > \$1M Operations & Quality Cost Centers to below budget, creating more profits.
- Certified as a Raytheon Six Sigma Lead Expert. Saved Millions of dollars from product line improvement projects over multiple years.
- Created 1-page template for Six Sigma Specialists to use in establishing their projects; adopted company-wide.
- Co-conceived / established a Business-level Raytheon 6 Sigma website for 16,000 US employees.

Training and Development

- Led the adoption/fan-out of the “OUCH: That Stereotype Hurts!” video- based class to >1100 people.
- Championed the effort to find, adapt, and fan-out the basic menu of Empowered Teams Training modules, which became the cornerstone for training thousands of employees across the company.
- Co-developed and led over 20 Quality Improvement Workshops for salaried employees; Collaborated on the development of a Quality Improvement Seminar for hourly employees. Thousands trained across the company for both workshops.
- Co-created a 1-day R6S Specialist training class; delivered 15 classes to over 1000 engineers.

RECOGNITION

- Received two national and two state diversity awards:
 - Santiago Rodriguez Diversity Award, HENAAC (2008);
 - Emerald Honors in Research Science for Affirmative Action, CCG (2004);
 - DiversityFIRST, Greater Dallas Advisory Board, Texas Diversity Council (2014);
 - DiversityCHAMPION, Texas Diversity Council (2012)
- Worldwide Who's Who:
 - Diversity and Inclusion: Top 101 Expert Resource in Diversity Improvement (2015);
Elite American Executives in Diversity & Inclusion (2015)
 - Nonprofit Management: Executive of the Year in Nonprofit Management (2015);
Who's Who (2013)

EDUCATION

- B.S., Industrial Engineering - University of Oklahoma
- 32 Graduate Hours towards MBA - Southern Methodist University & University of Texas at Dallas