



Andre DeMerchant

BOARD OF DIRECTORS CANDIDATE



Dear Ontario Equestrian,

I am writing to express my interest in a Board Member position with Ontario Equestrian. I am confident that I have the qualifications and skills for the role, and am eager to put my knowledge and experience to work for Ontario Equestrian. I have been an OE member since I first started riding almost two decades ago, and have been interested in how the organization has changed and evolved over time. I believe that I can contribute to the organization in an impactful and meaningful way.

As the owner of a consulting company, DeMerchant Healthcare Solutions Inc., I have worked with Boards and Executive teams at many companies around the world, bringing them expertise in strategy deployment system development and execution as well as extensive process development and improvement. My experience has given me great insight into the value of customer service and the ability to collaborate with people of all ages and backgrounds. In addition, I have sixteen years of leadership experience in the role of Manufacturing Manager for Toyota Motor Manufacturing Canada, with responsibility for three-hundred employees and a \$15mm annual budget. I believe that the experience my unique career pathway has given me would be an asset to Ontario Equestrian as it continues to evolve to meet the needs and expectations of those currently involved at all levels of the sport, as well as crafting a future in support of the next generation of riders.

Thank-you for your time and consideration. I am looking forward to learning more about Ontario Equestrian, and how I can help contribute to the success of the organization to the benefit of all stakeholders.

Sincerely,
Andre DeMerchant



EDUCATION

Rochester Institute of Technology - Rochester, New York, U.S.A
Bachelor of Arts, Mechanical Engineering

EXPERIENCE

Aug
2008

Present



DeMerchant Healthcare Solutions Inc. & DeMerchant Lean Consulting Inc. - Toronto, Ontario

President

Acting as professional manager and change agent to help global and small businesses build competitiveness through dramatic improvements in cost, quality and delivery performance using TPS principles.

- Develop and deliver executive level training
- Support corporate, divisional and departmental education and development of strategy deployment.
- Develop and deliver educational packages around key lean principles such as: Lean Design Rules, Mental Models,
- Scientific Method Problem Solving, TPM etc.
- Educate organizations in developing key sustain mechanisms and develop self-sufficiency

Past/Present client list includes: Standard Furniture (Bay Minette, AL), Lockheed-Martin (Fort Worth, TX), Hanes Brands (Dominican Republic, Honduras), Syron-Erie Engineering (Troy, MI), Kimberly-Clark Family Care (USA & Europe), Kimberly-Clark Professional (USA & Europe), Senior Flexonics (Chicago, IL), Norgren USA (Littleton, CO), Epic Technologies (Columbus, OH), Robert Bosch USA (Farmington Hills, MI), S&C Electric (Chicago, IL), Tacoma General Hospital (Tacoma, WA), Good Samaritan Hospital (Puyallup, WA), Clearwater Paper (Lewiston, ID), Salem Hospital (Salem, OR), Adventist Hospital (Portland, OR).

May
2004

Dec
2007



Lean Pathways Inc - Hamilton, Ontario

Contract Senior Consultant

Guidance within the Lean business philosophy allowing a reduction in redundancies, an elimination of wasted efforts and an improvement in the efficiency in all areas in the engineering and manufacturing business.

Operations Manager/Lean Co-coordinator

- Preparation of Training regimens and educating Syron in the application of appropriate aspects of TPS
- Supervising of electrical and mechanical plant operations, shipping/receiving, production control, quality control, engineering applications design, purchasing
- Develop effective performance metrics
- Improvement in the existing problem-solving methodology, i.e. implementation of Kaizen process and scientific method
- Creation of leaders and teams within each logical process: i.e. machining, assembly and manufacturing support
- Control inventory management, including implementation of Kanban where appropriate – i.e. one piece flow, pull system



EXPERIENCE

May
2004

Dec
2007



- Advising upon appropriate plant and stockroom layouts,
- Improving part-to-part set-up to facilitate small batch runs
- In-process inspection in order to significantly enhance quality control
- Improvement of vendor incoming parts inspection to the point of final audit quality
- Implementation cross-training programs as appropriate
- Reduction of input into systems: i.e. paperwork, amount of data keyed in
- Implementation of the 5-S system
- Assistance to Syron personnel with the engineering and consultation services the company provides for its customers

Toyota Motor Manufacturing - Canada

President

Developed TPS and Lean Deployment skills in a number of positions in an escalating scale of responsibility.

Manager, Stamping and Bodyshop Conveyance (Jan 1999 - May 2004)

- Managing the total plant stamping production, welding parts receiving and process delivery
- Short and long-term planning to achieve company targets, budgeting, project management, cost reduction, total cost management and continuous process improvement activities.
- Supervising six (6) direct-report Manufacturing Assistant Managers, twelve (12) Group Leaders and two hundred sixty-five (265) employees.

Assistant Manager, Stamping and Bodyshop Conveyance

(Sept 1996 - Jan 1999)

- Creating long-term plans and activities to achieve company targets, including new model launch and expansion of stamping shop from one line to nine lines, including blanking
- Supervising two shifts of production for two Group Leaders, four Team Leaders and twenty-eight employees.

Group Leader, Stamping (Jan 1993 - Sept 1996)

- Supervising one shift of stamping production for fourteen Team Members and two Team Leaders, including attendance, manpower allocation and downstream problem resolution.

Team Leader (Jan 1990 - Sept 1993)

- Leading a team of six Team Members for parts delivery to bodyshop
- Scrap reconciliation
- Delivery systems maintenance
- New Team Member training

Team Member (Aug 1988 - Jan 1990)

- Developing and setting up delivery routes and systems in the new Bodyshop
- Supporting parts delivery by forklift/tow motor to welding processes



EXPERIENCE

Volunteer Experience

- Co-founder and technical director, Waterloo Regional Kart Club, Waterloo, ON.
- Staff event support, Big Brothers & Big Sisters, Ann Arbor, MI., U.S.A.
- Staff event support, Boys & Girls Clubs, Salem, OR, U.S.A.

Key Accomplishments

- Highest Productivity of any North American Toyota Plant with A-tandem, AoTR, C-tandem, D-class, Blanking and CoTR lines
- Consecutive model launches with no significant downstream quality concerns or linstops due to parts shortages
- Simultaneous model launches with no significant downstream quality concerns or linstops due to parts shortages
- Expansion of Stamping plant capability from one A-class tandem line to nine lines in one model launch with no impact to plant ramp-up schedule
- Expansion of Stamping workforce from twelve employees to seventy-five with no training gaps and no adverse impact to plant ramp-up schedule
- Expansion of Bodyshop Conveyance/ Receiving / Service Parts workforce to 170 employees with no training gaps and no impact to plant ramp up schedule
- Successful addition of second Bodyshop Conveyance/Receiving /Service Parts group to support model launch
- Successful Stamping Shop model launch of LEXUS, first time for this model to be built outside of Japan
- No employee critical injuries: best safety record of all North American Toyota plants.
- Best man-hour efficient of all North American Toyota plants.
- 100% shipment compliance of service parts requirement
- Best die change time of all North American plants
- No missed export shipments of stamped parts to affiliated companies.

