

ELIZABETH A. URIYO, PhD MBA

| 469.656.1250 | • | elizabeth@uriyoconsulting.com |

SUMMARY

- Dynamic leader who steadfastly seizes opportunities to drive business growth through individual growth.
- Compelling and equitable manager with a relentless, disciplined and analytical approach to problem solving.
- Servant leader with strong business skills and exceptional technical rigour that has led to progressive leadership roles because of ability to deliver results while developing motivated, high performance teams.

PROFESSIONAL ACCOMPLISHMENTS

LEADERSHIP:

- Led 17 scientists to execute (concept to commercialization) over \$170 million in Snacks Innovations by creating an open, positive, results oriented team environment.
- Managed \$10 M budget. Analysed data to guide planning, forecasting and creation of zero based budget.
- Generated \$4.2 M in savings by partnering with co-manufacturing, procurement, quality and operations to renovate and repatriate base brand. Leveraged these projects to provide direct reports with critical development opportunities.

STRATEGIC THINKING:

- Responded to competitive activity and fluctuating innovation calendar by instituting quarterly ideation sessions.
 - Analyzed network capacity/capability, category activity and consumer white space information to generated \$25 M in innovation. Innovations commercialized to close unexpected \$20 M gap.
 - Developed 3 year innovation pipeline thus providing VP of R&D visibility to capital requirements.
- Providing business management and leadership training to drive business development in East Africa.
- Supported Kellogg's Diversity with Inclusion strategy by co-founding and leading a voluntary 230 member Kellogg Multinational Employee Resource Group to increase inclusion, engagement and productivity.
- Established relationships with suppliers / international research centers to develop new technologies to support innovation. Planned and executed a 2 year research project with Campden & Chorlywood RA, UK.

COMMUNICATION:

- Directed 10 - 30 members cross functional teams to develop comprehensive plans for 16 projects (valued at \$200 M).
- Leveraged Stage Gate Process & Microsoft Project to guide teams. Ensured on-time and on-budget product launches.
- Convinced resistant people in tense situations to collaboratively problem solve, resulting in flawless project execution.
- Provided weekly oral and written communication (status, risks / opportunities) to project team and senior management.

TALENT DEVELOPMENT:

- Drove development of a center for strengthening technical capabilities in R&D by helping build Kellogg Academy
- Developed direct report for promotion from individual contributor (scientist) to people management by providing critical people management and leadership assignments, and increasing interaction with cross functional business leaders.
- Drove knowledge sharing between retiring scientist and 32 R&D scientists by developing the 1st, 8 weeks Cookie Course.
- Improved the business by independently forming a task force to improve engagement. Results included
 - Increased communication, transparency, camaraderie and trust between directors.
 - This drove consistency in the interpretation and application of people management protocols.
 - Streamlined communication to senior management, improving speed and quality of decision making.
- Supported development of scientist pipeline and relationship management between Kellogg and select universities, by recruiting and supervising post-graduate interns on 6 or 12 month R&D internships.

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TECHNICAL RIGOUR:

- Reformulated a star brand. Saved \$7 M by overcoming resistance, an aggressive timeline, and cost pressures.
 - Planned and executed a program with Engineering and international vendor to design, test and install a novel \$6 M process at a new co-manufacturer.
 - Reformulated products surpassed consumer hurdles with heavy users because of strong analytical abilities.
 - Disciplined, cross functional research approach led to predictably scalable formula and process.
 - Project successfully implemented in 4 vs. 12 wks, resulting in an extra \$1 M in start-up savings.
- Optimized resource utilization by leveraging experimental designs to maximize learning while minimizing use of resources.

EMPLOYMENT HISTORY

2008 – present	President	Uriyo Consulting, LLC
2007 – 2008	Director – SNACKS Crackers R&D	Kellogg Company, Battle Creek MI
2006 – 2007	Director – SNACKS Cookies R&D	Kellogg Company, Battle Creek MI
2005 – 2006	Launch Program Manager – R&D	Kellogg Company, Battle Creek MI
2003 – 2005	Manager, SNACK Core Maintenance – R&D	Kellogg Company, Battle Creek MI
2002 – 2003	Lead Scientist – R&D	Kellogg Company, Battle Creek MI
2001 – 2002	Scientist – R&D	Kellogg Company, Battle Creek MI
1997 to 2001	Assoc. Project Leader – R&D	Kellogg Company, Battle Creek MI

EDUCATION

March 2010	Masters in Business Administration	University of Chicago, Chicago IL
1996	PhD: Grain Science & Industry (Food Science)	Kansas State Univ., Manhattan KS
1994	MS: Grain Science & Industry (Food Science)	Kansas State Univ., Manhattan KS
1992	BS: Food for Business & Industry & Minor in Chemistry	Marymount College, Tarrytown NY

ADDITIONAL INFORMATION

- 2001 – Present Samaritan's Purse International Relief: field volunteer for "Operation Christmas Child" program
- Organized, resourced and donated shoe boxes gifts globally to marginalized kids ages 2 – 14.
 - Donations: 2007: 1000 boxes; 2008: 1700 and 2009 over 700 shoe box gifts
- 2005 to 2008 Christian Life Center – Elementary Sunday School Director
- Motivated, managed, trained and directed 10 – 14 adult volunteers
 - Developed class materials, instructed 60 – 120, 1st - 4th graders on Sunday's for 1.5 – 2 hours

REFERENCES AVAILABLE ON REQUEST

