

SCOTT M. DAHL

4973 Parview Drive • Clarkston, Michigan 48346 • smdahl@ymail.com • (734) 233-8580

North American Regional President

Leadership • Business Development • Sales/Negotiation • Restructuring • Motivation

Accomplished Leader with solid domestic and international experience in a variety of automotive business areas. Results-oriented, decisive leader with proven track record in restructuring, sales/negotiation, business development, associate development, global alignment and problem solving. Excels in dynamic environments while maintaining practical approach and business focus.

Core Competencies

- Hands-on Leadership
 - Effective Communication
 - Global and Multi-cultural Experience
 - Associate Development
 - Business Development
 - Public and Media Relations
 - Problem Solving
 - Team Building
 - Negotiation
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Professional Experience

Robert Bosch LLC, Plymouth, Michigan

7/2010 – Present

Regional President, Starter Motors and Generator Division

Leadership of regional division with locations in the United States and Mexico

Assumed responsibility for a low performing organization, with insufficient product portfolio, limited acquisition success, poor process usage and low associate performance and morale. Key influencing factors were identified and addressed through established problem solving techniques. The improvements included expansion of product portfolio, higher emphasis on business acquisition and customer relationships, implementation of proper processes, re-alignment of organizational structure, removal/reassignment of low-performing associates and hiring of highly skilled replacements, and motivating international organization. Increased overall transparency of cost structures, allowing concentrated optimization efforts in areas with best ratio of impact versus effort.

Major accomplishments

- Improved operating results by nearly 50% within first year, followed by further improvements of over 100% in both 2011 and 2012
- Received first-ever “Global Excellence Award” in 2012 for highest contribution to global divisional results, recognizing the NA organization’s movement from worst to best performer
- Successful and profitable acquisitions with GM, Chrysler, Volkswagen, Ford, and Nissan (first major acquisitions in more than three years)
- Increased annual awarded revenue by more than 250% from 2010 to 2014
- Worked with global team to ensure understanding of North American market product needs using a fact-based, consequence approach. Result: global product development now aligned with NA requirements
- Significantly improved visibility of NA organization and improved cooperation with all global locations
- Reorganized and re-motivated team to focus on future success

Robert Bosch GmbH, Abstatt, Germany

6/2008 – 6/2010

Key Account Manager, Chassis Systems Control Division

Responsible for sales of Chassis Control Systems (ABS, TCS, ESP) to General Motors Europe, Suzuki Europe and all Russian OEM's

Led an extremely diverse and multi-cultural organization through significant acquisition and negotiation activities with six different customers. Responsibilities included developing customer product and pricing strategies, negotiation of new business, contract extensions and cost recovery, introducing new technologies, management of seven associates from different cultures, and maintaining 100% Russian market share. Additionally participated in development of overall new business models for the Chassis Controls division, which led to significant improvement in cost allocation and transparency.

Major accomplishments

- Seamless integration into German working/social environments
- Gained valuable associate management experience, including significant interaction with HR and Betriebsrat (German Workers Council) due to long-term problematic associate
- New business acquisitions with GM Europe and GM-AVTOVAZ
- Successfully negotiated price increases with GAZ, Suzuki Europe and GM Europe to achieve proper internal margins
- Recovery of over 500 kEUR above plan in cost reimbursement from GM Europe within one year
- Negotiation of terms and compensation for major field action with GM Europe
- Eliminated over 2.3 mioEUR in obsolete inventory for Bosch through negotiations with SAAB during initial SAAB restructuring
- Acquired new business and Long Term Agreements with AVTOVAZ
- Coordination of demonstration events at Bosch test facilities in both Sweden and Germany

Robert Bosch LLC, Farmington Hills, Michigan

6/2004 – 5/2008

Director of Marketing and Product Planning, Chassis Systems Control Division

Identified need for and developed new organization to ensure North American market needs were understood and covered within global product strategy

Created and led new organization to develop marketing and product planning capabilities within North America (NA) for Chassis Control Systems with strong linkage to global organization. Initial responsibilities included: advanced technology liaison between NA customers and global organization, strategic market analysis, new business field analysis, product requirement analysis, product roadmap development, product development coordination with global engineering organization, and internal/external product promotion. Additional responsibilities acquired included: sales pricing, product planning, change management, innovation and intellectual property management, overall leadership of the NA Combined Active and Passive Safety (CAPS) cross-divisional activity, and government regulatory liaison for active safety.

Major accomplishments

- Successful creation of new organization consisting of approximately 20 associates
- Established a solid and trusted NA voice within global organization
- Significant improvement in overall NA product planning accuracy through process modifications
- Optimized change management process to reduce confusion, eliminate redundancy and centralize activities within manufacturing facilities
- Recognized industry expert and media contact for Electronic Stability Control and Active Safety

Robert Bosch Corporation, Farmington Hills, Michigan

8/2002 – 6/2004

Manager of Advanced Technology, Chassis Systems Division

Identified need for and developed new position to address gaps in understanding and communication of advanced technology to North American customers

Robert Bosch Corporation, Farmington Hills, Michigan

10/1998 – 8/2002

Manager of General Motors Applications, K1 Division

Responsible for the quotation and execution of all General Motors Chassis Control System programs

Robert Bosch Corporation, Farmington Hills, Michigan

5/1995 – 10/1998

Applications Engineer, K1 Division

Responsible for overall vehicle performance and technical program management for various ABS, TCS, and ESP applications

General Motors Corporation, Warren, Michigan

5/1991 – 4/1995

Engineer, Mid-size Car Division

Responsible for service, diagnostics and validation of various chassis control and braking systems

Education

Bachelor of Science, Electrical Engineering (BSEE) GMI Engineering & Management Institute - Flint, MI

International General Management Program Carnegie-Bosch Institute - Pittsburgh, PA

International Business Strategies European School of Management & Technology - Berlin

Relevant Training

Winning at Mergers and Acquisitions

Global Marketing Management

International Operations

Problem Solving for Managers

Professional Affiliations

Society of Automotive Engineers