

KOFO K. ADAFIN

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SUMMARY STATEMENT

Accomplished executive level leader with 15+ years of experience in fast-paced consumer goods, technical consulting, and warehouse environments. Proven record of implementing measurable improvements in safety, quality, customer experience, and productivity. Track record in Fortune 50 companies and startups, leading successful turnarounds in culture and performance, resulting in positive EBITA and net profit. Currently Multi-Regional Manager at Clutter, achieved a 30% reduction in operational expenses and a 32% decrease in workers' compensation claims. Strong analytical skills, including profit and loss statement analysis, and expertise in collaborating with business account teams to drive growth and process development. Background and achievements demonstrate proficiency in operational management and strategic planning, making a valuable asset to any organization.

CORE SKILLS

Warehouse Management	Continuous Improvement	Strategic Forecasting
Logistics Management	Project Management	High Attention to Detail
Fixed & Variable Cost Reduction	Change Management	Creativity & Innovation
Six Sigma/Lean Manufacturing	Mergers & Acquisitions (M&A)	Data Analysis
Customer Service	Cross-Functional Team Building	Shell Scripting
Strategic Planning	Quality Control	SQL
Regulatory Compliance	Contract Negotiation	Excel (VBA)

PROFESSIONAL EXPERIENCE

CLUTTER | 2022 – Present

Multi Regional Manager - West (Northern California, Southern California, Northwest, Midwest, Southwest Regions)

- Implemented standardized SOPs across all 5 regions, resulting in a 6% reduction in vehicle accidents, a 3% increase in fully burdened throughput, and a 7% reduction in damages within the first 3 months. Utilized Kaizen process reviews to empower management and associate teams to contribute their ideas and insights for continuous improvement.
- Developed 2 Senior Operations Managers to assume responsibility for both warehouse and field operations, resulting in streamlined communication and improved efficiencies across the organization.
- Automated daily reporting through Periscope using SQL, reducing manager labor hours spent on consolidating reporting by ~15 hours per week. This led to increased productivity and improved data accuracy.
- Launched new warehouse teams to take over acquired customers from Makespace and Callbox in 8 different warehouses across my regions over a 90 day period, resulting in seamless customer transitions and increased revenue using Lean principles.
- Consolidated warehouse locations in the west regions by transferring inventory out of 7 warehouses to new locations. This reduced operational complexities, minimized transportation costs, and improved customer experience. This resulted in cost savings of \$3MM annually and increased warehouse utilization by 22%.
- Took ownership of Safety Director responsibilities in July 2023.
- Led operations integration process after Iron Mountain purchase of Clutter. This required reviewing all SOPs and potential business synergies to determine SOPs moving forward.

Regional Manager - Southern California | January 2020 - July 2022

- Achieved efficiency gains in field and warehouse operations and analyzed monthly P&L statements to reduce OPEX by 30% within 4 months, leading to EBITA positivity and net profitability.
- Partnered with the business account team to maximize Southern California space utilization and achieved over 97% warehouse fullness in all 3 warehouse locations by summer 2021.
- Reduced workers' compensation claims by 32% in 2020 and tracking at an 80% YoY reduction in 2021 through improved training and increased safety audits.
- Drove growth and process development of moving product offering resulting in a doubling of orders each month for 6 consecutive months with CSAT scores above 85% and NPS above 60.
- Reduced transfer timeline by 65% for customers from newly acquired business SHED, resulting in seamless customer transitions and increased revenue utilizing Lean principles.

AMAZON.COM | 2013 - 2020

Senior Operations Manager - LAX5 Sort Center Site Leader | October 2017 - January 2020

- Achieved exceptional financial performance by consistently ranking in the top 20% of over 20 manual sortation sites in the Amazon network.
- Led the site to finish in the top 5 sites for delivery quality during the peak season of 2018, ensuring high customer satisfaction and retention rates.
- Successfully lead a team of over 1000 associates during peak seasons at the LAX5 sort center, optimizing staffing levels and ensuring operational efficiency.

Senior Operations Manager - Multi- Site Leader West Region Amazon Fresh | June 2016 – October 2017

- Reduced total cost in the Fresh network by achieving top performance, with all 3 buildings ranking in the top 5, resulting in significant savings.
- Launched the LAX5 Amazon Fresh site, which became the second-best performing building just 4 months after launch, increasing revenue and improving customer satisfaction.
- Improved inbound quality, resulting in a 17% increase in vendor on-time arrival and a 3% shrink reduction, minimizing losses and increasing efficiency. Responsible for over \$20MM in daily inventory across all sites.

Senior Operations Manager - ONT4 Fresh Site Leader | January 2016 – June 2016

- Implemented and optimized processes resulting in becoming the first Amazon Fresh site to meet internal productivity targets set by the CEO and S-Team. This achievement paved the way for Fresh expansion into new markets nationwide.

Pathways Operations Manager- ONT7 Pantry Site Leader | October 2014 – January 2016

- Achieved significant cost savings by reducing site VCPU from \$0.71 in October 2014 to \$0.39 in December 2015 through effective management and optimization of resources.
- Maintained a top-notch safety record with no recordable incidents in 2015 and reduced the injury rate by 14% from the previous year through updated safety protocols and employee training programs.
- Successfully managed the closure of a facility while ensuring no job loss for associates and managers and preserving the building's top performance levels.
- Improved building throughput by 25% year over year and reduced variable costs by 29% through process improvements and effective resource allocation.

Pathways Operations Manager, Whitestown, IN | July 2013 – October 2014

- Successfully led one of the largest IB shifts at a top-performing IB building in the Amazon network from March to October of 2014 over 800 team members.
- Led the "Bin to Bay" mapping and validation effort at IND1, mapping over 1.5 million bins throughout the facility, enabling the network to plan more effectively for peak volume and utilize the entire building's capacity.
- Implemented and acted as Control Chart POC for IND1, performing training for all leadership and extractors, ensuring quarterly shift updates through Gemba walks and daily audits. The control chart system resulted in improved IB feedback delivery and a 20% reduction in "No barcode defects" during the PID launch.

GENERAL ELECTRIC | May 2012 - August 2012

Quality Team Technical Co-op, Bloomington, IN

- Automated defect tracking through implemented logging stations, saving 5+ man-hours per day and increasing yield by an estimated 5%, resulting in cost savings.
- Improved productivity and efficiency by 2% through process improvements on the manufacturing floor.
- Attained ISO 9001 Internal Auditor Certification by conducting a quality management system audit of the Bloomington facility, ensuring compliance with international standards.

WYDE CORPORATION | May 2010 - June 2011

Project Manager & Software Development Consultant, Eagan, MN

- Implemented project recovery strategies to save a failing \$4 million project when installed as reinsurance project manager.
- Led cross-functional team to deploy reinsurance modules, optimizing calculation and improving workflow processes for clients.
- Created custom insurance software solutions, using object-oriented programming styles to provide a more intuitive user interface.
- Developed customized modules for 5 cross-functional projects using agile software lifecycle methodologies.

INTERNATIONAL BUSINESS MACHINES | May 2004 - August 2008

Hardware Design Engineer & Electronic Design Automation Tool Developer Co-op (5 Rotations), Rochester, MN

- Improved engineering efficiency by reducing critical script run times by 98%, resulting in faster project turnaround times.
- Integrated multiple functions into XBOX 360 and PS3 core development teams, improving IBM's EDA suite functionality and streamlining workflows.
- Created a color-coded hierarchical plotting script for the PDS tool suite, simplifying the chip design process and increasing design accuracy.
- Developed Verilog test benches to verify VHDL behavior models of ASIC cores for a national defense project, meeting necessary requirements and specifications.

EDUCATION

PURDUE UNIVERSITY, Daniels School of Business- West Lafayette, IN

Master of Business Administration: Concentration Areas: Operations & Management Information Systems

PURDUE UNIVERSITY, School of Electrical and Computer Engineering - West Lafayette, IN

Bachelor of Science: Computer Engineering, Minor: Economics

INVOLVEMENT

Keynote Speaker: Purdue Black Caucus of Faculty and Staff Academic and Service Awards Ceremony, 2019

Keynote Speaker: Krannert Master's Ignite Dinner, 2019

Fellow: Management Leadership for Tomorrow MBA PREP Life Member: Alpha Phi Alpha Fraternity Inc.

Mentor: Big Brothers Big Sisters of America, 2006-Present