

# STEPHEN A. WINTER

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## Executive Profile

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Executive professional with 30+ years' experience in implementation of business strategy, hiring, developing and motivating skilled professionals. Committed to cost effective management and resource allocation to produce quality performance. Professional with a great attitude with enthusiasm and integrity to motivate people of all levels of the organization. Builds and retains high performance teams by hiring, developing and motivating skilled professionals. Visionary Operations Executive with solid experience managing all levels of multiple projects including budgeting and administration. Accomplished Executive with demonstrated ability to deliver mission-critical results. Ambitious Executive that will strive to meet all organizational goals, objectives and mission.

## Skill Highlights

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- Business development
- Leadership/communication skills
- Product development
- Mortgage loan experience (Residential, Commercial and Mezzanine).
- Business operations organization
- Client account management
- Human resources
- Service Quality Improvement
- Team Building
- Customer Retention
- Performance Analysis
- Sales and Marketing
- Contract Negotiations
- Budgeting expertise
- Think on my feet
- Employee relations
- Art of delegation
- Purchasing
- Organization/follow-through
- Revenue and Market Expansion
- Profit and Loss Analysis
- Staff Development
- Vendor Partnerships
- Organizational Restructure and Change
- Profit Generation
- Budget Development and Forecasting
- Residential and Commercial Construction up to \$4 million.

## Core Accomplishments

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### Leadership:

- 30 years' experience providing leadership of people, sales teams and administrative staff including internal and contracted associates while also implementing technologies that lead to strategic business objectives.
- Accustomed to making high stakes decisions and overcoming complex business challenges through critical thinking and experienced backed judgment
- Proven record in creating and managing high quality, cost-efficient initiatives responsive to organizational needs and aligned with the organizations strategic plan and mission.

### Organizational Improvement:

- Managed all aspects of operations, including negotiating leases, opening new offices, and supervising employee performance, payroll, and training.
- Spearheaded vision, planning and strategic direction for sales development.
- Created and implemented strategy plan in procurement, conduct, administration and closure of all projects and new system innovations.
- Developed strategies and tactical plans for training, support, as well as tools to optimize individual productivity.
- Created a training program for new sales employees that utilized a combination of web conferencing and individual time with producers to increase new employee contributions.
- Licensed Accident & Health, Casualty, Life, Property and Variable.