

**RANDY GARDINER** BIOGRAPHY**RANDY GARDINER**

Randy is a business growth coach working with companies in North America to implement 21st century best practices to compete and dominate the markets where they operate.

He brings a wealth of experience in business leadership and strategic thinking from 25 years as CEO of a \$130M global engineering, manufacturing and distribution corporation, which he transitioned to a 100%-employee-owned business. He led business development and strategic planning initiatives around the world.

Randy leverages the Rockefeller Habits and Four Decisions® framework to help executives successfully grow their companies. At his own firm, he launched Lean initiative resulting in doubling sales per employee in five years and acquired new market work, doubling sales to \$128M.

Randy's greatest joy is spending time with his grandkids and their interests. He enjoys golfing in the summer and snow skiing in winter. Year-round, he enjoys special travel adventures with my wife of 40 years.

**Executive Summary**

Randy Gardiner is founder & principal for Bonair Business Solutions and a managing partner with Decisions Processes International in the U.S., a Global Strategic Thinking Consulting Firm. He brings a wealth of experience in business leadership and strategic thinking from his 39-year tenure at Red Dot Corporation, a leading manufacturer of Heavy-Duty HVAC Systems for commercial and military vehicles. Randy was honored by Seattle Business magazine as its Manufacturing Executive of the year in 2012.

**Industry Specialties**

- Engineering
- Manufacturing and Distribution
- Business Development

**Coaching Specialties**

- Execution of Strategic and Operational Programs
- Executive Coaching and Team Building
- Presentations and Public Speaking

**Specific Expertise**

- Strategy Development
- Project Implementation Plan Management
- Key Performance Metric Development/Management
- Public Speaking
- Lean Implementation and management

**Current**

- Founder & Principal, Bonair Business Solutions  
Managing Partner, Decisions Processes International
- Certified Four Decisions® Coach, Gravitas Impact  
Premium Coaches
- Board President, Center for Advanced Manufacturing  
Puget Sound

**Past**

- President & CEO Red Dot Corporation
- Member, South Seattle College Presidents Advisory  
Board
- Member, Washington State Economic Development  
Commission

**Education**

- BBA, Pacific Lutheran University