

Fabio G. Miguez
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SENIOR OPERATING EXECUTIVE

Visionary leader, passionate about space exploration and developing a business. Skilled in effectively setting and communicating a vision and a plan, then motivating the workforce to achieve the defined goals. Having been a Center Manager at FlightSafety International, a Berkshire Hathaway company, has allowed me both the sandbox to grow my talents by experimentation, as well as the exposure to many great leaders in the aviation industry. Proven ability to quickly analyze key business drivers and develop strategies to grow the bottom line.

AREAS OF EXCELLENCE

- Change management
- Strategic planning
- Leadership mentoring
- Client relationship management
- Fluent in Portuguese, English, and Spanish
- High integrity
- Innovating

EXECUTIVE HIGHLIGHTS

- **Strategic Planning** – Designed and implemented a 10-year plan at FlightSafety’s Columbus Learning Center
- **Transformational Change** – Created the vision, and then the followers, to impart a positive cultural change in teammates with regards to satisfaction with our product quality
- **New Business Start-up** – led FlightFactory Simulations in their first-to-market simulation of the Vans RV-7
- **Personnel Development** – Designed and led the Leadership Mentoring program at two different FlightSafety locations, with very positive results measured via personnel promotion and performance

EXPERIENCE

**Center Manager – Columbus Learning Center
FlightSafety International**

October 2012 – Present

Overseeing design and construction of a \$12 Million facility: working with local authorities and the FAA to liaison all necessary approvals, as well as negotiating contracts.

Designed new hiring process focused on attitude and behavioral markers: a resulting improvement on teammate retention of 83%.

Lead design and implementation of a 10-year plan for the Columbus location: created an environment that shifted focus from reactive to proactive.

Represented FlightSafety at the Ohio House of Representatives: through testimony, convinced the State of Ohio to continue tax incentives that had been granted previously to FlightSafety.

Center Staff - 126

**Assistant Center Manager – Columbus Learning Center
FlightSafety International**

June 2012 – October 2012

Conceived a revolutionary approach to flight training: designed approach then led the development team, achieving never-before experienced customer satisfaction and pass rates on initial training checkrides. After results, FlightSafety decided to adopt this training philosophy company-wide by 2015.

**Center Manager – Toledo Learning Center
FlightSafety International**

December 2010 – June 2012

Hand-picked by FlightSafety's CEO and President to engage a challenging location marred by below-expectations revenue. This location also had morale issues due to previous management. Successfully resolved both challenges, improving revenue and turning morale around.

Created Leadership Mentoring program for four high-potential middle managers, one of which went on to become Assistant Center Manager, and another Director of Training.

Began program of customer visits, which allowed better customization of the training product. This resulted in improved customer satisfaction and more efficient training scheduling, which resulted in better optimization of assets.

Center Staff - 78

**Assistant Center Manager – Columbus Learning Center
FlightSafety International**

April 2008 – December 2010

Introduced location to continuous improvement philosophy. Tracked improvements through public Situation Boards, where company metrics were displayed for all to see.

Redesigned performance appraisal process with the intent of using this powerful tool to its full extent. Prior to this, process was being done as a “check the box” only event, no added value.

Conducted Value Stream Analysis of product, in conjunction with a newly-integrated Quality Management System.

**Director of Programs – Teterboro Learning Center
FlightSafety International**

June 2006 – April 2008

Turned relationship between FlightSafety and Dassault around, by traveling to France and understanding Dassault’s philosophy and approach to training. This was a key step in completing all other accomplishments at this job.

Improved cross-Center standardization. Centers were teaching the same aircraft course differently. Succeeded in understanding the problem and deploying incremental fixes that virtually eliminated the issue.

**Program Manager – Teterboro Learning Center
FlightSafety International**

May 2005 – June 2006

Orchestrated three training programs (Falcon 900B, 900EX, and 900EK EASy) simultaneously, while improving training product in virtually all metrics.

Improved one-time to full-service conversion. Through the quality of the product, as well as customer service and relationship management, succeeded in converting more one-time customers to full-time ones than ever before.

Recipient of FAA award. Collaborated with FAA personnel on redesign of Teterboro 5 instrument departure, lowering the number of vertical separation events between TEB and EWR traffic.

**Avionics Instructor – Teterboro Learning Center
FlightSafety International**

November 2004 – May 2005

Qualified as instructor in record time, a record (two months) that still stands.

Received highest marks in department history. Averaged a 4.97 customer rating on instructional ability and quality. Received two job offers from customers who were impressed by my talent.

Lead Programmer
FlightFactory Simulations

April 2003 – November 2004

Successfully lead team through first product implementation. This was this company's first product, a simulation of the Vans RV-7. Led the team not only through normal software development cycle, but also all the one-off details of a startup's first product design, development, and delivery.

EDUCATION

B.S. Aerospace Engineering

Embry-Riddle, Daytona campus, 2003

FlightSafety International's Senior Leadership Training

Darden Graduate School of Business Administration, University of Virginia, 2008

ADDITIONAL SKILLS

- Programming (C, C++, C#, some Objective-C)
- Data visualization (Processing)
- 3D Software (modo, Solidworks (beginner level))
- Commercial pilot, Falcon 900EX EASy type rating
- Motion graphics, special effects, editing (Adobe After Effects, Premier)

INTERESTS

- Arduino
- Autopilot design
- Inertial Measuring Unit theory
- Multirotor RC craft
- Data visualization
- Home automation
- Auto maintenance
- Endurance running
- Astronomy/Astrophysics