

# Capability Summary – William Theurer



**William Theurer**

## Contact Information:

☎ 951-587 - 4214 office

☎ 951-587 - 4215 fax

☎ 951-587 - 4216 cell

✉ [williamt@centrificus.com](mailto:williamt@centrificus.com)

[www.centrificus.com](http://www.centrificus.com)

[linkedin.com/in/billtheurer](https://www.linkedin.com/in/billtheurer)

## Competencies

Information Technology 20 yrs

Finance, P&L, HR, G&A 20 yrs

Program-Project Mgmt 17 yrs

Analysis & Forecasting 20 yrs

Business Development 4 yrs

Sales and Marketing 3 yrs

Golf Course Operations 6 yrs

## Awards:

National Results Leadership

Caught from the Top

President's Club

Ace Award

## Education:

**San Diego State University -**

B.S. Business Administration & Management

## PMP - Project Management

**Professional** 11yr PMI Member

with over 360 hours of continuing education

## Accelerated Project

**Implementation Methodology,**

**IMA / AIM** Organizational Change

Accreditation

## Agile Software Development

Training & full Transformation

**Arthur Anderson - Performance**

2000 Leadership Training

## Biomedical Science -

### Research Conferences:

2022/2020 GSA Annual Scientific

Meeting: **Why Age Matters**

2020 Kitalys Institute: **Targeting**

**Metabesity / Gerosciences**

## Objective

Partner with C-suite leadership to lead cross-functional enterprise programs, transformations, technology initiatives, growth/expansion plans, strategy and innovation pilot programs and proof of concepts. Fill temporary leadership talent and resource gaps in crisis (Covid-19 or otherwise). Nirvana is opportunity to play a role transforming the future of healthcare, particularly extending healthspan and longevity through lifestyle changes targeting optimal aging and wellness, prevention and delay of illness, preservation of mobility, mental, and social health, and emerging geroscience therapeutics.

## Roles and Responsibilities

- Principal Consultant / President Centrificus Inc. (12 years)
- VP Restaurant and Retail
- Director of Business Development, Finance, HR, and Information Technology
- Strategy and Innovation Program Manager
- Senior Enterprise Program Manager
- Enterprise Project Management Office (ePMO)

## Experience Highlights

### Vice President Restaurant and Retail, Ghirardelli Chocolate Company – San Francisco

**1 year turnaround engagement reporting to the CEO managing underperforming restaurant and retail stores portfolio, \$60M budget, 550+ employees, 24 locations across 9 states:** As a full member of the Executive team managed Strategic Planning, Finance, Legal, HR, Real Estate, Construction, New Store Design, Marketing, Sales, Disney and SF Giants partnerships, and new Product Development. In 90 days visited all locations, aggregated and analyzed leadership, staff, partner, and landlord stakeholder perspectives. Surfaced people, product, place, and promotion opportunities to generate top line growth; offered a menu of solutions to systemic real estate portfolio challenges to realize substantially improved P&L performance. At 6 months cross-departmentally socialized two-year path-forward business plan, integrated selected feedback, generated sponsorship, determined change approach, and presented to global leadership in Switzerland. Initiated and executed the phase 1 plan, a department reorganization, while simultaneously launching a successful successor search. 1<sup>st</sup> quarter plan generated 3% comps while onboarding and supporting the new VP onsite and remote for 60 days.

### Consultant, Senior Program Manager

**Informal Chief of Staff: responsible for coordinating activities of department leadership supporting VP and CIO - \$42M budget, 10+ Sr stakeholders, 20+ workstreams:** financial and non-financial operational reporting, capital and expense forecasting, budgeting, resource tracking (internal FTE, onsite contract and offshore resources), facilitate weekly, monthly, quarterly leadership, project and operational meetings, manage and support various special pilot and proof of concept projects including Agile software development transformation, standup an offshore Managed Captive software development team, managed vendor selection, contract management, renewals and disputes, ePMO department mentor and coach.

### Human Resource Implementation - Ceridian - Dayforce HCM

**Reporting to SVP Sponsor lead projects teams to deliver a complex HCM T&A system on time and \$860K under budget. \$5.7M budget, 24 workstream leads, 135 Stakeholders, 1,400 locations, 25,000 users,** offshore development of 20+ interfaces, HCM integrator coordination, application configuration, configured and deployed tablets/time clocks, process automation and report development, UAT/SIT testing, and ensured regulatory compliance with wage and hours laws across 50 states.

### IBM TRIRIGA - Real Estate Management Software

**Project Manager – recovered stalled project, successfully implementing TRIRIGA Lease Management software, \$34M/month run-rate, VP Sponsor, delivered on time, on budget, with high quality in 6 months.** Streamlining accounting processes across 1,350 locations, 10 distribution centers, two large corporate support centers. Managed integration partner resources, internal client SME's, requirements cleanup, complex data migration, sensitive contractual constraints, risk and scope creep, application configuration and workflows, offshore interface development, UAT/SIT scripts, training, budgeting, sponsor reporting, PMO partnership and reporting.

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2020 American Diabetes Association **80<sup>th</sup> Scientific Session**  
2019 San Diego: UCSD **Circadian Biology Symposium**  
2019 Clearwater Beach, FL: Sleep Research Society – **Advances in Sleep & Circadian Sciences**  
2019 San Diego: Salk - **Microbes in Health & Disease**  
2018 Boston: GSA Annual Scientific Meeting – **The Purposes of Longer lives**  
2018 Amelia Island, FL: Society for Research and **Biological Rhythms Annual Meeting**  
2018 San Diego: Global Engage **Microbiome & R&D Congress**  
2018 Las Vegas: World Congress on **Anti-Aging Medicine**  
2016 Las Vegas: International **Vision Expo Scientific Sessions**  
2012 San Diego: GSA **Biological Sciences – Nutrition, Exercise, Stem Cells and More**  
2009 Atlanta: **Calorie Restriction Society Annual Meeting**  
2006 Las Vegas: **A4M World Health Conference**

## Employment:

**Centricus Project Management Services, Inc.** 2008 – Present  
President, Principal Consultant

**Petco Animal Supplies, Inc.**  
2008 - 2013  
Strategy and Innovation  
Program Manager

**Leisure Living Superstores**  
2003 - 2008  
Director: Business Development,  
IT, Finance, and HR

**Rainmaker Systems, 1999 - 2002**  
B2B Software Subscription  
Lifecycle Operations Analyst

**American Golf Inc.** 1992 - 1998  
PGA Golf Professional

## Interests & Hobbies:

Optimal Aging, Healthspan  
Extension and Longevity,  
Biomedical Sciences, Precision  
Medicine, Circadian Biology,  
Geroscience, Microbiome and Gut  
Health, Nutrition and Disease  
Prevention, Exercise and Mobility,  
Mental and Social Health,  
Mountain Biking, Tennis,  
Triathlon, Hiking, Youth Baseball

## Enterprise PMO Program Manager

### New retail concept development, pilot test, 30 store rollout (Unleashed by Petco)

**Strategy and Innovation Program Manager leading project team of 15 workstream leads across 14 functional departments, 90 stakeholders, \$3M initial pilot stores seed budget, 30 months, reporting to SVP:** partnered with cross-functional leadership and external consultants to create a new smaller footprint retail brand with an elevated experience. From soft concept to implementation we opened the flagship store in 9 months and 29 stores in 7 test markets. 100+ locations generate > \$100M in revenues today. **Awarded “Caught from the top” for the pilot store POC phase.**

### International 3 store expansion into Puerto Rico

**Program Manager leading expansion efforts across 23 Departments involving a 30 person project team, 75+ Stakeholders, 14 months, reporting to SVP executed on time and budget with minimal disruption:** surfaced cultural, regulatory, and tax implications; sourced and managed local consultants, attorneys, contractors, and vendors; developed relations and partnerships with governmental agencies, officials, and dignitaries; identified and complied with unique labor, employment, benefit, and tax requirements; outsourced Human Resource, Payroll, and Benefit functions; managed translation of over 300 items; developed local marketing strategies and tactics. Received **National Results Leadership award.**

### Distribution center tenant improvement and operations optimization

**Project Manager / Director leading project team with 35 stakeholders, \$450k budget, 12 months, reporting to President:** Optimized operations in a 40,000sf distribution center and stood up a 13,000sf warehouse with service docks, parts depot, and narrow aisle racking system; implemented WMS system with bar coding to improve inventory controls and workflow, designed piecework compensation plan and transition to alternative 4x10 workweek, managed OSHA training and safety.

### Director of Business Development, Finance and Information Technology

**Managed financial and non-financial business planning, reporting, and budgeting;** lead recapitalization efforts in difficult conditions; identified CAM and Property Tax irregularities saving \$450k; sourced and negotiated all capital purchases and finance agreements for equipment, hardware/software, and consumer financing; managed insurance policies, claims, and renewals; upgraded stores, warehouse, and corporate office technology, communication systems; system admin and trainer for retail, warehouse, and services software applications.

### Superstore design-center concept and tenant improvement

**Reporting to the President lead design, construction, staffing, and opening of a 25,000 sf Big-Box Superstore in 14 months.** Project included new design centers, themed vignettes, giant backlit images, demonstration rooms, stained floors, lighting automations, indoor backyard design center with 4 themed full-size swimming pools, Jacuzzi demonstration room, live plants, backyard vignettes, 3D - CAD landscape / pool design software. Developed backyard product packages including landscape design, installation, and mortgage financing solutions.

### PGA Head Pro / Director of Golf - Managed golf course operations

**\$2.0M budget staff of 50, \$1.0M annual restaurant and banquet Facilities operation.** Implemented corporate best practices and new corporate initiatives, managed: budgeting and forecasting, hiring and training, golf shop operations and retail sales, player Ambassador and PGA/AGC group lessons, large junior golf program