

**Patrick J. McDonnell**  
**The McDonnell Company LLC**  
**Advisors in Organizational Excellence**

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## **Career Overview**

Well rounded, experienced, successful operating executive.

Key skill is strategic and tactical business problem solving, including organizing and directing processes to achieve results. Have utilized broad financial, operational, turnaround, strategic planning; and merger and acquisition experience to assist senior executives to assess circumstances, transform cultures, create effective leadership, evaluate alternatives, formulate responsive plans and execute in a meaningful manner.

Successful career in public accounting, management and consulting. Unique combination of technical accounting, audit, leadership and operating skills derived from technical and senior management positions in public accounting and a second career advising and managing public and private entities.

Experienced in professional services, enterprise software, manufacturing, distribution and financial services, including banking and insurance.

Experienced member of professional services, banking and manufacturing SEC Registrant Boards of Directors. Audit committee member and chair. Designated "Financial Expert."

Experienced mentor, advisor and counselor to senior executives. Have advised senior executives in entrepreneurial, mid market and Registrant companies in a variety of industries.

Excellent speaking, writing, presentation and teaching skills. Proven leadership skills.

## **Professional Career Summary**

### **July 2000 to Present**

**President & CEO of The McDonnell Company LLC.** A consulting practice that advises senior executives in creating organizational excellence by facilitating culture change.

Recent/Current/Significant Projects:

- Serving as a member of the Board of Directors/Advisors of several entrepreneurial companies.
- Serving at the behest of a Private Equity firm as an advisor to the management of a \$100 million provider of pre-school education. The objective is enhanced revenue generation.

- Serving as an advisor to the management of a \$6 million technology based professional services provider in cultural change and operational efficiency. The initial engagement will last approximately 90 days. Already producing results.
- Served at the behest of the majority owner as the Chairman of the Board and interim CEO of a \$40 million technology based consulting firm. Former CEO was a marketing executive whose time was best spent growing revenue and not in operations. Results included a dramatic change in culture and a substantial improvement in EBIDTA. Positioned company for successful sale.
- Served as an advisor to the CEO of a SEC Registrant insurance company. Successfully completed a multi-year cultural alignment, leadership development and performance measurement project. Positioned the company to develop and implement a comprehensive strategic plan. Strategic Planning/execution process now well established. Second iteration of the strategic plan completed. Substantial improvement in operational culture. Served as a mentor to senior and mid level executives. .
- Served as advisor to CEO and senior management of a \$300 million distribution company. Provided assistance in implementing change and growth program.
- Served as an advisor to the CEO of a \$330 million provider of accounting software to the financial industry. Company was in need of cultural realignment.
- Served as the interim CEO of a \$400 million dollar distributor of industrial safety supplies. Effected significant gross margin improvement and positioned the company for continued success under revitalized management.

Frequent speaker on the subject of ethics, facilitating change, cultural re-alignment, leadership and the power of ethical behavior in maximizing organizational value.

- Recently addressed the senior leadership of the Michigan State Police on leading organizational change.
- Annual speaker to the Illinois State Society of CPAs on Business Ethics.

### **September 1999 to June 2000**

**President & CEO of Jordan Professional Services**, a Jordan Industries, Inc. company.

Retained to create a professional services firm of accounting, audit and consulting firms to provide outsourced services to the middle and larger corporate market. Concluded the project was not viable and terminated it. Successfully completed consulting projects for Jordan Industries, Inc. companies.

### **September 1998 to September 1999**

**President & COO (CEO designate) of LAI Worldwide, Inc.**

Responsible to the Board of Directors for all operations for LAI, one of the top five executive recruiting firms in the U.S. and the only one SEC Registered at the time. Revenues were \$100 million. Member of the Board of Directors.

Enhanced operating controls, reduced cost and terminated and unwound an unsuccessful international initiative that was losing \$1.5 million per month. Facilitated the sale of LAI to TMP Worldwide, Inc. and effected integration with TMP.

**May 1970 to September 1998 Coopers & Lybrand**

**1993 to 1998 Vice Chairman, Business Assurance (Audit)**

A senior member of firm management with operational responsibility for the largest line of business with 1998 revenues of \$1.25 billion. Over the period from 1993 to 1998, this practice was consistently among the largest and fastest growing in the Big Six.

Beginning in 1993, oversaw the transformation of the business with the introduction of technology to better manage and serve clients and developed value adding new services that aggregated \$300 million in 1998. Enhanced audit processes resulted in substantial savings in personnel, operating and litigation costs. Effected substantial cultural change.

From 1996 to 1998, also Chairman, International Accounting and Audit Board, a group comprising the leaders of member firm audit practices, responsible for replicating the aforementioned assurance processes and products throughout the global Coopers & Lybrand firm.

In the merged PricewaterhouseCoopers firm, from July to September 1998, was the Director of Global Assurance Services, one of five senior partners responsible for the \$6 billion global merged practice.

**1992 to 1993 Vice Chairman, Client Service and Relationship Management**

Responsible for enhancing the service to, and profitability from, client relationships. Introduced programs to monitor client satisfaction and to increase client penetration with value adding services. Also developed and introduced industry based client targeting and relationship management programs firm wide. Financially and culturally very successful.

**1991 to 1992 Vice Chairman, Midwest Region**

One of six Regional Vice Chairmen, responsible for a \$500 million in revenue multi-services business in twenty-one, mostly middle market offices in ten states. Established focus on revenue production and organizational efficiency.

**1990 to 1991 Managing Partner, Chicago Office**

Energized an under invested practice, restoring growth and profitability.

**1985 to 1990 Managing Partner, Hartford Office**

Rebuilt a troubled, merged, middle market practice, restoring growth and profitability.

## 1970 to 1985 Practice Professional, Detroit

Served clients from entrepreneurial to Fortune 500 in manufacturing, health care and financial services. Developed excellent client service, managerial, decision-making and technical skills. Admitted to the Partnership in 1979.

## Personal Summary

**Education** University of Notre Dame BBA, 1965  
University of Michigan MBA, 1970

**Military** Commissioned Officer, U.S. Marine Corps, 1965 to 1968  
Honorably discharged as a Captain

**Affiliations** Certified Public Accountant

Member of the Board of Directors and Chairman of the Audit Committee of First Midwest Bancorp, a \$8 billion SEC Registrant Bank Holding Company. Designated Audit Committee "Financial Expert."

Member of the Board of Directors and Chairman of the Audit Committee of Material Sciences Corporation, a \$150 million SEC Registrant provider of laminated steel products to the auto industry. Designated Audit Committee "Financial Expert."

Former member of the Board of Directors, and the Audit Committee, of SS&C Technologies, Inc., a then \$100 million SEC Registrant provider of accounting software and services to the financial industry.

Former member of the Board of Directors of LAI Worldwide Inc, a \$100 million SEC Registrant Executive Search and Consulting firm.

Former faculty member, Lake Forest Graduate School of Management. Subject taught was Leading Organizational Change. Taught for approximately 20 terms over 10 years. Twice awarded Excellence in Teaching.

Named the Notre Dame Beta Alpha Psi Outstanding Alumnus of 1993.

Author of *Everybody Wants To Go To Heaven: 6 Steps To Organizational Excellence*. Available at [www.themcdonnellcompany.com](http://www.themcdonnellcompany.com), or Amazon.

Author of *Mitigate Risk, Create Excellence* in the January 2003 issue of the *Journal of Accountancy*.

Author of *My Biggest Mistake – Too Much Focus on the Next Customer*, the *Chicago Tribune*, September 27, 2004

Author of *Let's Hear it for Sarbanes-Oxley* in the November 2004 issue of *Darwin's Online Magazine*.

Author of *The PCAOB and the Future of Oversight* in the December 2004 issue of the *Journal of Accountancy*.