



Atlanta, Buffalo, New York, Richmond, Tampa, Toronto

J. MACK BAYLES, MS, MBA

BIOGRAPHY

Mack Bayles brings more than 25 years of corporate and consulting experience to his position as Director of TCMI, Inc. (www.tcmius.com), a consulting group specializing in operational, growth, and turnaround management as well as human resource development. He has earned a master's degree in electrical engineering from Louisiana Tech University an MBA from the University of Houston, and is a Six Sigma Black Belt. Mack is also an experienced project manager. Mack Bayles has extensive aerospace and defense experience and has worked on projects with NASA, the US Air Force and the US Navy that required top security clearance. He is currently a board member of the International Society for Performance Improvement.

Mack Bayles' background combines government work with large and small corporate experience. He is an experienced executive coach who has helped steer his clients through difficult and demanding time. His background as CEO allows him to take control of client companies if the situation demands it. It also gives him the finance experience required for complex financial restructuring in distress situations. His engineering background benefits clients with complex manufacturing and engineering operations. Mack Bayles is also experienced in managing non-profit and governmental organizations and has served on numerous boards of directors.

In addition to his technical and engineering capabilities, Mack Bayles has a strong focus on marketing and customer service and has successfully refocused many companies on their target markets. He has coached and mentored sales, marketing, and customer service managers and personnel in order to improve client company sales and service.

Earlier in his career Mack Bayles served on the business faculty of Loyola University in New Orleans and still teach occasional courses at Shorter College, a prestigious private liberal arts college in Georgia.

Throughout his career, Mack Bayles has been a hands-on leader and consultant who feels as much at home on the manufacturing floor as in the executive suite. His leadership style and engineering expertise have earned him the admiration of both, his peers and board members he reported to as well as his subordinates. His strong focus on leadership and people have allowed him to build strong performance oriented organizational cultures that were at the same time capable of reacting quickly to changing market conditions and highly productive. This extensive background and experience provides a value-added benefit to his clients during an engagement.