

Robert Vanourek

Bob Vanourek's career has focused on managing companies or divisions of companies going through extreme challenges. From 1995-1999, Bob guided Sensormatic Electronics Corporation, a \$1 billion NYSE company, through a dramatic turnaround after the discovery of accounting irregularities and overly aggressive acquisitions. The new team settled all litigation, reestablished ethical credibility, downsized the business 10%, successfully launched the most new products in the company's history, increased market share, and began generating over \$100 million of annual positive cash flow.

From 1989-1995 Bob and a team he recruited rescued Recognition Equipment Inc., a \$250 million NYSE company, that had previously been indicted by the Justice Department. They settled all litigation, reestablished ethical credibility, downsized the company 40%, set a new strategic direction for growth, made several successful acquisitions, and arranged a friendly merger.

During the 1980's, Bob successfully ran two divisions of Pitney Bowes Inc. From 1985-1989, Bob was Group VP of the Mailing Systems Division. He reversed major quality problems and those efforts culminated in winning the State of Connecticut Malcolm Baldrige Award for Quality. His team launched a host of highly successful new strategic products for this \$800 million core business that had been stagnating and losing market share. Results included renewed growth and market share gains. From 1981-1985, Bob was President of the Monarch Marking Systems Company where he successfully transformed and repositioned this \$250 million subsidiary after a major industry technology shift by focusing on the emerging bar coding market. Results soared, including the most successful new product line in the sixty year history of the company.

During the 1970's, after several entrepreneurial experiences, Bob became VP/GM of two divisions of Avery International, Resale Products and Business Systems, where he successfully increased their revenue, profitability, and market share.

Bob won the Army Commendation Medal for his service as an officer in the Adjutant General Corps of the U.S. Army from 1966-1969. He is a Baker Scholar (top 5%) graduate of the Harvard Business School (1966) and a magna cum laude graduate of Princeton University in economics (1964). Bob and his wife, June, have been married since 1963 and have two sons. He currently resides in the Vail Valley and keeps active as Chairman of the Vail Leadership Institute. He also serves in other volunteer capacities and teaches and writes.

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