

## Scott Ward Partner



### Select Executive Experience

#### 4Ward Associates (2010-2023)

Principal and Fractional CFO

#### Trusted Energy L.L.C. (2020-2021)

CFO

#### Vision One High Performance Group (2018-2023)

Senior Consultant

#### Nielsen Metal Manufacturing (2015-2017)

President

#### Careen Inc. (1997-2010)

Executive Vice President/CFO/COO

### Core Competencies

Share Value Growth

Economic Value Added (EVA)  
Analysis

International Negotiations

ESOP

Open Book Management

ERP Implementation

Theory of Constraints

### Executive Profile

Scott Ward is a Partner in Minneapolis office for SeatonHill. Mr. Ward is a seasoned executive who leads small businesses to profitable growth and stronger valuations. He also serves as an advisory board member, individual coach and facilitates Trusted Advisor Groups that help business leaders grow their business influence. Scott transforms and aligns leadership teams to exceed market value, sales, and operational targets, challenging the paradigms that limit the success of the organization, and creating an ownership culture. He has broad experience in various sectors including energy, technology, manufacturing, and accounting.

### Education & Certifications

Bachelor of Arts in Chemistry

Carleton College



Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.

**Scott Ward**  
Partner



## Key Experience

**Metal Manufacturing Company:** As President, Scott grew a small business crafting stainless steel fixtures in a niche market for restaurants, commercial kitchens, and other industries. Under his leadership, assets were sold after experiencing 300% growth in 6 months and a Net Promoter Score of 56% was achieved.

**Technical Support and Assembly Services Company:** Scott directed operations, sales, accounting, quality, information technology and procurement functions for \$20+M ESOP, sub-S corporation. He served in multiple leadership roles, including VP/Chief Strategic Officer (CFO, CQO, CSO, CTO, etc.), VP Operations, and Operations Manager. Scott landed a single customer account with 25% of current sales, and potential for high margin international work. He also achieved 450% sales growth in 10 years, directly managing half of the top ten sales accounts. Scott launched the use of Economic Value Added (EVA) financial metric and bonus as part of ownership culture, leading to 310% stock value growth in 10 years. Scott was a key member of the leadership team that created the corporate culture to win a Work-Life Champion Award from the Center for Ethical Business Cultures.

**Power Equipment Manufacturer:** As Plant Manager, Scott led manufacturing facility into productivity improvements and inventory reduction, and reduced employee turnover, coming after union membership drive. He achieved 10% COGS reduction in 3 months, procured material total cost reductions of 10%, spear-headed quality transformation effort for two facilities and headquarters location, and achieved 50% warranty expense reduction in 6 months (overcoming design engineering resistance to utilize product reliability testing results for better designs). Scott was also the team lead for international negotiations in Europe and China and was a key team member for corporate-wide (4 facilities) ERP implementation. He was awarded as employee of the year in recognition of outstanding performance.

**Adjunct Faculty in University Business Department teaching Financial Modeling and Valuations**

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