

Anthony E. Kuhel Managing Director

As Founder of Escalys, Tony serves as Managing Director of Executive Leadership where he continues to grow his proven leadership skills and practices in managing community formation and knowledge for sustained innovation, continuous improvement, and strategic collaboration for a wide range of clients and partners. Tony builds on the intellectual property and experiences as part of BP's London based Group Knowledge Management Team and over 40-years of experience in the petroleum and petrochemical industry, commercial and capital goods, advanced manufacturing, financial services, risk management, and various nonprofit and governmental sectors.

Mr. Kuhel served in a variety of senior operating and technical management roles at British Petroleum/Sohio, and earlier with General Electric. He was also a Director with *Knowledge Transformation*® International, formed by BP's KM Team, and the precursor to Escalys with its focus on U.S. market applications and demands.

As a core member of the London-based Group KM team, Mr. Kuhel's work contributed to creating the most successful demonstration of managing knowledge for hard business value in history. His work has been recognized both in terms of value creation and sustainable business practice and has been presented in the Harvard Business Review, numerous books and case studies and as Gartner's "The Future of Business." Most recently he was acknowledged in McGraw Hill's "Beyond the Deal: A Revolutionary Framework for Successful Mergers & Acquisitions that Achieve Breakthrough Performance Gains" by Hubert Saint-Onge & Jay Chatzkel.

Over his experience, Mr. Kuhel has stressed the need for building high performing communities; profitable, cooperative relationships with business partners based on common strategic goals, and the use of advanced technology to enable desired outcomes. To this end, he has supported a wide range of organizations including The United Nations, Marsh & McLennan, Timken, Eaton, Goldman Sachs, JP Morgan, Weatherhead School of Management, Akron Ohio's Regional Connecting Communities Program, MAR Systems (a start up company based on breakthrough water treatment technology developed with the US EPA where he was co-Founder and inventor (Patents 8,569,205 and 8,771,519) and served as COO/CTO through full scale manufacture, commercialization, and Series B funding). He also served as Program Director for ENI Petroleum conducting one of the first Safety and Environmental Systems (SEMS) Audits in the US Gulf Coast; targeting both compliance and creating self-sustaining cultures for perfect safety and environmental performance in support of Department of Interior regulations.

Tony is also an officer and co-founder of the EnergyOhio Network (EON). EON was established to provide a collaborative environment for energy practitioners to support and advocate for state-wide learning to speed a sustainable approach to effective and efficient energy development. The current focus is distributed electrical generation using combined heat and power systems (DG-CHP) and to support development of Ohio Policy. We anticipate these "pilot programs" will provide a demonstration for expansion to support workforce development, Shale and other energy in support to Ohio's "pillars of energy" program.

The key to Mr. Kuhel's achievements has been his skills with people and teams, and collaborative leadership targeting very high levels of sustainable performance. He has proven consistently successful in recruiting, hiring, training, and managing individuals and



*Strategic
Collaboration*

*Knowledge
Management*

*Process and
Manufacturing*

Executive Coaching

*Sustainable
Business
Performance*

*Learning
Organization*

*Collaborative
Systems and
Processes*

*Performance
Measurement*

*Regulatory
Compliance*

*Strategy
Development*

*Application of
Advanced
Technology*

*Communities of
Practice*

*Innovation and
Systems Thinking*

Professional Achievements

international teams. By establishing learning metrics aligned with strategic objectives, he monitors progress and results, rapidly implementing approaches and technologies to enable an optimum level of performance from action based learning. This has been especially successful in enhancing the performance of complex, innovative organizations through managing intellectual capital, culture, and cross-functional integration.

Mr. Kuhel is a Chemical Engineer with high honors from Case Western Reserve University. He also had advanced programs at Carnegie-Mellon, MIT, and the University of Texas, as well as in corporate executive course work. He has been a speaker at international industry- and university-sponsored events on technology, innovation, and knowledge-age productivity.

As a core member of British Petroleum's Group Knowledge Management Team, Mr. Kuhel was recipient, on behalf of BP, of IBM and The American Productivity and Quality Council award for the most advanced knowledge company in the western hemisphere.

Tony also created and operated the Olympus Knowledge Management Program. Olympus resulted in revenue enhancement across BP's global energy businesses valued at over \$1.2 billion per year through 50 international communities of practice and 35,000 members. Olympus also became an industrial benchmark selected by E.I. DuPont (global leader in safety) for its ability to sustain perfect safety and environmental compliance.

As Incident Commander for one of the largest oil spills in US (lower 48) history, Tony received community recognition, positive media coverage and BP Chairman's Award for his performance.

Senior Manager for major refinery and petrochemical initiatives including:

- Integration and startup for \$140 million integrated petrochemical facility
- Largest, most complex, and successful modernizations in BP history (over 4000 people, spend pattern of \$75 million per month in one the largest petroleum refineries in the world).
- Successfully established and executed a strategy for modified operations and selective investment to increase operating revenue by over \$80 million per year.
- Environmental performance capability to achieve zero non-compliances.

As Executive for US Emergency Operations during aggressive M&A and union contract negotiations, Tony reported to the President BP Oil and received President's Award for his work.

Established and managed development of compliance program in collaboration with OSHA for Process Safety Management (OSHA 1910.119) regulations. The approach became a benchmark methodology adopted as BP's corporate "Best Practice."

Established and successfully executed hiring programs for professionals in process and environmental engineering, operations, planning, and line supervision. The international efforts including experienced and campus hiring, training, and supervision in support of aggressive plant expansions and regulatory compliance initiatives.

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Professional Achievements

Lead process engineer for design of the world's largest and most advanced Acrylonitrile plant (received Sohio President's Award). The plant is now operating successfully in Victoria, Texas.

Established state-of-the-art client facing portal to support the world's largest risk management company provide its Health Care solution offering. The portal linked brokers, subject matter experts, and information technologies to meet a dynamic regulatory environment in a manner that demonstrated client expertise and thought leadership via service offerings. Conducted successful cultural transformation with the client's Executive Committee resulting in doubling annual revenue compared to forecasts.

Established strategic intervention, knowledge capture, and mentoring programs that resulted in improving the recovery of failed US Government Head Start program's on Native American reservations from a typical of less than 15% to over 80%.

Established and lead international cultural workshops, technology consulting, operational support, and Executive mentoring to the United Nation's Population Fund (UNFPA). The approach successfully demonstrated the potential impact of managing program knowledge as a means of improving the benefit from donor dollars (Gates Foundation) in key areas of international health and human services. Collaborations were established in Africa initially, and migrated globally through the UN.

Established successful enterprise-wide Community of Practice (CoP) programs to support strategic collaboration for a global leader in advanced manufacturing. The Escalys approach delivered levels of performance, acceptance, and hard value not previously thought possible in spite of unsuccessful efforts by other major consultancies and internal programs. The Escalys program resulted in recognition in the company's annual report with over 15,000 participating members. The Escalys CoP became recognized as the 'killer app' for establishing a learning organization with one billion dollars in targeted corporate value.

Tony was responsible for establishing the Northeast Ohio Land Use Community of Practice to support the region's Mayor's and Managers Association across 16 counties and over 4 million people. The effort became a leading example of sustained collaborative action and shared learning to deal with complex challenges and diverse populations. The program received national recognition and was a major factor in the region receiving a \$4.3 million US grant for creating sustainable communities.

Supported development of a comprehensive "Knowledge Management" strategy for Akron, Ohio's metropolitan planning organization (AMATS) to support its aggressive "Connecting Communities" grant program. Based on the level of success and innovation this created, the program has received national recognition and KM is being expanded to the entire AMATS organization and its grant recipients.

Escalys has also collaborated with Strategy Nets, a spinoff of Purdue University, to provide a state-of-the-art approach to moving regional economic development from ideas and shared vision into sustainable, collaborative action. The Escalys Community of Practice (CoP) approach has emerged as a critical success factor in what is becoming a national, de-facto standard for regional economic development.

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