

Blake Seeberger

VP Operations | Executive | General Manager (GM) | Construction | Real Estate | Home Building | Sales | P&L Management

Summary

#Integrated Operations Management -- Improving Efficiency within the Organization

Over my 20+ years in the home building and construction industries, I've gained valuable experience in establishing and running diverse businesses from privately held custom home building companies to multi-billion dollar publicly traded organizations. My expertise includes in-depth departmental and C level management with an understanding of the critical value of inspiring people to high levels of performance.

#RESULT: Initiatives reached 150% of corporate goals

I've worn many hats at large and small organizations, from Owner to Project Manager to VP of Operations, and appreciate the realities faced by both employees and managers. In reaching for any interim goal, it is essential to understand the complete vision and goal of company, and then to drive resources to complete and achieve those objectives.

#RESULT: Restructured land positions to achieve 27% risk reduction

My extensive knowledge of land contracting acquisitions, product development, market growth and market strengths gives me the ability to assess the potential for development in specific areas, whether geographical or demographic. I am also keenly aware of market fluctuations and ensure a safety net in all ventures.

#RESULT: Through new customer services processes, shrank delinquent service list from 160 units to less than two. Customers were served better and sales team morale skyrocketed

I am especially interested in bringing my expertise to a growth minded company, helping to improve current practices and policies to optimize the company's potential. What I've learned at larger companies in the realm of financials, forecasting, process and efficiency improvements, and operating controls is extremely valuable to all organizations.

#RESULT: Your company increases efficiency and reduces risk, causing unprecedented gains in productivity and market share

Specialties

Profit and loss (P&L) and Budgetary direction#Sales & Revenue improvement#Human Resource#Profit Margin & Absorption#Team building#Strategic Planning & Forecasting#Customer Satisfaction enhancement#Multi departmental Operational leadership#Contract structuring & Negotiation#Financial & Legal compliance#Sales training & accountability#Pricing analysis & process improvement#Municipality Relations#Cycle Time efficiency#Innovation & Product Growth#Land Acquisition & Development#Safety

Experience

Vice President (VP) | Executive | General Manager (GM) | Operations | Homebuilder | Land Acquisition at McBride & Son Homes

December 2006 - January 2011 (4 years 2 months)

10 recommendations available upon request

Vice President (VP) Operations | Board of Directors | Land | Real Estate | Division Executive at Morrison Homes

December 2005 - December 2006 (1 year 1 month)

3 recommendations available upon request

Senior (Sr.) Project Manager | Operations | Sales | Construction | Land Development | Contracting at Toll Brothers

October 2003 - December 2005 (2 years 3 months)

President | Executive | Chief Operation Officer (COO) | Chief Financial Officer (CFO) at Nazareth Builders

May 1989 - May 2003 (14 years 1 month)

Languages

English (Native or bilingual proficiency)

Skills

Operations Management	(Expert, 20+ years experience)
P&L responsibility	(Expert, 20+ years experience)
Sales Management	(Expert, 20+ years experience)
Land Acquisition	(Expert, 20+ years experience)
Team Leadership	(Expert, 20+ years experience)
Strategic Planning	(Expert, 20+ years experience)
Financial Analysis	(Expert, 20+ years experience)
Customer Satisfaction	(Expert, 20+ years experience)
Employee Engagement	(Expert, 20+ years experience)
Contract Negotiation	(Expert, 20+ years experience)

Contract Development	(Advanced, 20+ years experience)
Training & Development	(Expert, 20+ years experience)
Cycle Time Reduction	(Expert, 20+ years experience)
Pricing Analysis	(Expert, 20+ years experience)
Profitability Improvement	(Expert, 20+ years experience)
Marketing Strategy	(Expert, 20+ years experience)
Market Analysis	(Expert, 20+ years experience)
Executive Management	(Expert, 20+ years experience)
Product Development	(Expert, 20+ years experience)
Legal Compliance	(Expert, 20+ years experience)
Budget Preparation	(Expert, 20+ years experience)
Cash Flow Forecasting	(Expert, 20+ years experience)
Municipalities	(Expert, 20+ years experience)
Safety Management	(Expert, 20+ years experience)
Staff Retention	(Expert, 20+ years experience)

Certifications

OSHA

Personal First Aid / CPR

Certified Builder

Education

University of Kentucky

BS, Finance, Accounting, 1989 - 1992

Activities and Societies: Honor Society, Dean's List

United States Naval Academy

Business, 1988 - 1989

Activities and Societies: Baseball team, Lima Company Commander, Commandant's List, PT Instructor

Honors and Awards

National Honor Society, Young Presidents Organization

Interests

God, My wife and children, Baseball, Habitat for Humanity, March of Dimes, Golf, UK Basketball, History Channel, Working on my Lawn

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13 people have recommended Blake

"Blake is a true homebuilding professional with extensive knowledge and expertise regarding all facets of the industry. During the time that I had the privilege of working for Blake, I grew and learned an incredible amount. He leads his team by example and encourages those around him to excel at their highest levels."

— **Dan A.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"In the short time I worked for Blake I found him to be very dedicated to his position and was available 24/7. He was supportive, motivated, a great manager and wanted, not only himself, but everyone around him to succeed. Blake's work ethic proves that any company would be fortunate to have him as part of their team."

— **Lisa W.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"Blake took over a difficult situation and cut through the issues to resolve multiple billing, scheduling and construction issues. He was professional and communicated well throughout the process."

— **Bill H.**, *PARTNER/GENERAL MGR, Romanoff Electric Louisville*, was a consultant or contractor to Blake at McBride & Son Homes

"In my experience Blake was a team player who made the extra effort to get the job done without sacrificing integrity of the project. Blake will be a strong addition to a fortunate organization."

— **John P.**, *Land Development Project Manager, J.H. Berra Construction Co. Inc.*, was a consultant or contractor to Blake at McBride & Son Homes

"Blake embodies the spirit of a true "leader". As an ever persistent and focus driven executive in the home building industry, his goals and objectives are clearly defined. While his results consistently outperform expectations, his true success is measured by the continual desire to improve by those he motivates and manages. His hands on style and commitment to his employees inspire us to go above and beyond to create a successful outcome. He truly knows what it takes to earn trust and buy in from his team members earning the right to ask for more, and getting it."

— **Debbie L.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"Blake is very knowledgeable in regards to the homebuilding industry. He is very detailed oriented and understands how to get deals done. Very hard worker and dedicated. He would be a great addition to any company."

— **Mike V.**, *Mortgage Banker, First Integrity Mortgage Services*, was with another company when working with Blake at McBride & Son Homes

"I worked as a Sales Manager for Blake for over a year and really benefited from the experience. His work ethic, knowledge, attention to detail and commitment to success were admirable and served as a model to the entire sales team."

— **Rhett G.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"Blake excels in achieving outstanding project results. He is organized, diligent, and demonstrates a strong ability to make even the most difficult tasks possible."

— **David T.**, *Project Manager, McBride & Son Homes*, worked indirectly for Blake at McBride & Son Homes

"Blake has a work ethic that very few can match. He is always on top of his game finding ways to win. He has the knowledge and leadership skills to be an asset to any company." I enjoyed working with him and am thankful for the mentorship he provided me."

— **Lisa R.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"Blake is a very detailed-orientated manager. He was always looking for ways to better our company. His work ethics were phenomenal! He was available to help at any hour."

— **Holly L.**, *Sales Manager, McBride & Son Homes*, reported to Blake at McBride & Son Homes

"Blake is a very knowledgeable and experienced individual in the homebuilding industry. He understands the details of the business and the work needed to be done in order to be successful. I worked with Blake for over a year and can genuinely say he would be an asset to any company."

— **Jonathan W.**, *Vice President of Land Acquisition and Development, Taylor Morrison*, reported to Blake at Morrison Homes

"Blake is a seasoned vet in the Homebuilding industry, is well-connected, and easy to work with. I'd work with Blake again if given the chance."

— **Matt W.**, *Division Controller, Morrison Homes*, worked indirectly for Blake at Morrison Homes

"Blake was easy to work with. He was very knowledgeable about the home building industry and how to structure and make deals. He is diligent and follows through on his responsibilities. He would be wonderful asset to any company"

— **Paul P.**, *Managing Partner, NAI Realvest*, was with another company when working with Blake at Morrison Homes

[Contact Blake on LinkedIn](#)