


# Juan Carlos ‘Mito’ Kudaka

*Continuous improvement/ lean leader with successful track-record working in diverse environments.  
Critical thinker, team player, fast learner who mentors and supports others to achieve desired results.*

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## WORK & LEADERSHIP EXPERIENCE

### Jobs/ Activities in Albania (August 2016 – March 2018)

**Assistant to PhD Researcher**, (August 2016 – Present), Research on Return Migration of Albanians

- Quantitative analysis of data, created online survey in Albanian, proofread academic articles in English for publication

**Proctor**, STA (ETS representative in Albania), June 2017 – March 2018 (Proctored TOEFL/ TOEIC exams)

**MYP Mathematics Teacher**, World Academy of Tirana, August 2016 – February 2017

- Mathematics teacher for students from 4th to 8th grade (PYP, MYP) and 11th/ 12th grade.
- Instill International Baccalaureate philosophy, inspired students to link their interests to the curriculum.

### United States Peace Corps Volunteer, United States Peace Corps Albania, Albania, March 2013 – June 2016

- Mentored leaders of non-profits increasing their skills in organizational development, strategic planning, time management, project management, volunteer management, metrics (measuring and evaluation), communication, English, and computer.
- Mentored Roma NGO (Institute of Romani Culture in Albania) on a daily-basis, developed 5 year strategic plan via A3 Lean Thinking and participatory planning, trained and coached staff/ volunteers in projects and use of online media.
- Led weekly formative activities for children at American Corner Tirana (program of US Embassy), instilling citizenship values, critical thinking, and voluntarism. Mentored language university students to lead activities themselves.

### Founder/ Donor – Mito Kudaka Hispanic Scholarship Endowment Fund, Fox Cities, WI ([www.ccfvalley.org](http://www.ccfvalley.org)), 2012 – Present

- Fundraised \$10,000 in three months to endow fund, through personally created campaign. To date offered six scholarships.
- Endowed educational legacy fund providing scholarships to Hispanics from the Fox Cities pursuing higher education.

### Independent Consultant (Lean, Strategic Planning, Diversity), Fox Cities Area, December 2012 – March 2013

- Trained top executives and management on matters of inter-cultural dialogue, diversity, organizational development, strategic planning and vision to become more competitive in future market.
- Consulted for major ‘reclaimed-wood’ factory, designer and furniture company to re-locate headquarters and shop applying lean and participatory planning principles.

### Leader of Lean (Continuous Improvement), Goodwill Industries of North Central Wisconsin, March 2006 – December 2012

- Planned, implemented and supported projects creating efficiencies and productivity gains across multiple locations (25)
  - Increased sales 6% over projected budget and 12% over previous year in apparel area, rolled system to all other areas
  - Increased productivity by 20% in initial apparel sorting process by 5S and ergonomics.
- Mentored organization (executives, team leaders, staff from administrative, retail & manufacturing, logistics & transportation and programs & services areas) in Lean (TPS), change management, critical thinking, problem solving, culture of work, values. Trained and mentored future trainers and leaders.
- Co-led initial lean culture transformation, created curriculum and developed processes to document standard work, training materials for utilization of lean tools (Waste/ Muda, 5S, PDCA, VSM, Flow, Pull, Kanban, Supermarket, RCA, Visual Management (physical & electronic), SMED, A3 Thinking, Cell layout, Cross-Training, Scheduling, Prototyping).
- Applied Lean A3 Thinking, facilitated Hoshin Kanri identifying True North 5 year strategies and plan to reach them.

### Intercultural Relations Coordinator, City of Appleton Police Department, October 2003 – March 2006

- Developed leadership among minority communities, mentored them to provide creative solutions to community problems.
- Led and collaborated in efforts to support Hmong Refugee Resettlement (Fund at Community Foundation, community education, volunteer/ donation management).
- Provided cultural presentations and training across the Fox Cities and surrounding areas (average once a week).

### Application Development Analyst/ Lead Member of Technical Staff, Schneider National, Inc., November 1996 – October 2003

- Leveraged systems knowledge and customer relationships to improve communication and handling of issues between IT and Business Community creating a more customer-focused approach. Assigned to customer sensitive applications.
- Developed knowledge and understanding of key systems, their interactions, dependencies, architectures, support, development, business processes for Schneider Logistics.
- Mentored fellow IT associates (trouble-shooting, problem solving, customer care on variety of systems and platforms).

### Software Developer/ Programmer, Synaptic Micro Solutions, Inc., January 1995 – November 1996

- Represented company in Mexico and International Hispanic Association Conference to penetrate Hispanic market.

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## EDUCATION & TRAINING

**Lawrence University**, Appleton, WI – Bachelor of Arts, June 1995

Major: Mathematics – Computer Science

Fulbright Commission Scholarship Recipient

Interdisciplinary Studies: International Relations

Concentration: Political Science

Lean Lead Facilitator Certificate, (MSOE via WCM Associates), 2008

United States Peace Corps Community and Development Training, 2013

Certificate of Methodology for Teaching English (acquired in Perú, 1990)

Bilingual in English and Spanish

Fluent in Albanian

## OTHER COMMUNITY/ LEADERSHIP VOLUNTEER EXPERIENCE

**President/ Co-Founder/ Officer**, Latino Link Inc., 2001 – 2008

- Incorporated Latino Link Inc. as a Corporation and 501 (c) 3 IRS status (non profit charitable organization).
- Leveraged and integrated programs into organization: Hispanic Scholarship, Spanish Radio, mentoring/ tutoring program.
- **Scholarship Selection Committee Member** (1998 – 2003) Increased from \$3000 to over \$10000 in awards annually.
- Organized fundraisers highlighting Latino culture; all proceeds supported the Scholarship program.
- Mentored local Latino High School Students – provided them with opportunities to DJ, host and run the radio program.

## COMMUNITY LEADERSHIP RECOGNITION & AWARDS

**Rotary International Group Study Exchange to Taiwan**, young professional vocational exchange program representing North East Wisconsin and Michigan Upper Peninsula District 6220 to Central Taiwan District 3460, March 2007

**Fox Cities Rotary Multicultural Center, Board Member**, Appleton, WI, 2003 – 2006 – member of founding board

**Hmong National Conference, Keynote speaker**, Appleton, WI, 2009; inspired 1000 Hmong Youth at largest national Hmong leadership conference; shared experiences about community collaboration and partnership

**Diversity Central “Diversity Champion”**, September 2006, Seattle, WA ([www.diversitycentral.com](http://www.diversitycentral.com))

**Fox Cities Magazine “The Magnificent Seven: Movers and Shakers 2006”**, recognized as leader in Fox Cities region

**The Post-Crescent’s “On the Rise”**, daily newspaper 51<sup>st</sup> Annual Report 2006, recognition of leadership in Fox Cities region

**Toward Community: Unity in Diversity Martin Luther King Jr. - Jane LaChapelle Award**, Martin Luther King Jr. Celebration, January 2005; recognized for leadership in social justice and diversity work

**ESTHER (Fox Valley Interfaith Organizing Group) – Community Leadership Award**, October 2005

**American Cancer Society, Wisconsin – Diversity Leader Award**, November 2005, **Fox Valley Community Action Team** for Building Bridges program promoting breast cancer awareness and prevention to Hispanic women in Fox Valley area

**6<sup>th</sup> Annual Senate Democratic Hispanic Leadership Summit - Feingold’s Office, Washington D.C., September 2005**

**Community Columnist**, The Post-Crescent Newspaper, Appleton, WI, 2004 (editorials from community perspective in Fox Cities)

## SKILLS/ INTERESTS

**Special Interests:** Lean Thinking/ Continuous Improvement, Strategic Planning, Leadership Development, Mentoring, International Relations, Political Science, International Economic Development, Environmental Sustainability, Comparative Politics, Local Community Voluntarism, Tutoring, Languages

**Computer Skills:** 8 years of professional computer programmer/ application development analyst experience; Computer and technically savvy, quick self-learner; MS Office Suite (highly skilled: Word, Excel, Power Point, Access, Mail), Visio, eVSM, Google App Suite (Drive, Docs, Sheets, Forms, Sites, Maps), Linux Mint OS (LibreOffice Suite), Google Classroom, Share Point, Prezi, Kahoot, Open Project (Project Management software), Linux, LibreOffice (Linux), Wix (website editor)

**Languages:** Bilingual in English and Spanish (C2 level)  
Fluent in Albanian (spoken B1/B2 level, written A2 level)  
Basic knowledge of French (A1/ A2 level)

**Hobbies:** Volleyball, Photography, Gardening/ Composting, Cooking, Travel, Reading

*References available in* 

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## COMMUNITY / LEADERSHIP VOLUNTEER AFFILIATIONS

I have been an active volunteer member of the community for over 25 years (both in the Fox Cities Area (North East WI) as during my Peace Corps service in Albania). Below you will find a quick listing of my involvement with several worthy organizations that have been doing good in their communities.

### Affiliations/ Volunteer Board Member

- **Goodwill Industries of North Central Wisconsin**, Board Member, I.T. and People Committees, 2004 – 2006
- **United Way Fox Cities**, Board Member, Local Indicators For Excellence (L.I.F.E.) Study, 2005 – 2006
- **The New North, Diversity Committee**, member, 2005 – 2008
- **Greater Fox Valley Area Habitat for Humanity**, Board Member, 2006 - 2009
- **University of Wisconsin Extension Calumet County - Community Partner Advisory Group**, Member, 2005 - 2007
- **Mielke Family Foundation, Inc.**, Grants Committee Member, 2005 – 2013
- **Leadership Fox Cities – Advisory Board**, Fox Cities Chamber of Commerce, 2005 – 2008
- **Community Garden Partnership**, Steering Committee Member, 2009 - 2011
- **Senator Feingold’s Military Academy Selection Committee**, 2004, 2005, 2006, 2008
- **Latino Link, Inc.**, 2001 – 2006, Co-Founder, President 2001-2003, Secretary 2004 – 2005
- **Variedades En América Spanish Radio Program (WLFM)**, Director – DJ – Radio Host, 1998 – 2005
- **Appleton Police Department**, Hispanic Advisory Committee Member, 1998 – 2002
- **United Migrant Opportunity Services (UMOS)**, Appleton Scholarship Committee, 1997 – 2001
- **Fox Cities Rotary Multicultural Center**, Board Member 2003 – 2006, Education and Outreach 2004 – 2006
- **Fox Valley Technical College Hispanic Interagency Group**, member, 2003 – 2008
- **Hmong American Partnership Interagency Group**, member, 2003 – 2008
- **American Cancer Society – Fox Valley Community Action Team**, member, 2004 – 2006
- **Community Restorative Justice Project/ RESTORE**, volunteer mediator/ facilitator, 2002 – 2005
- **Hispanic Advisory Board to Mayor of Green Bay**, member, 2003 – 2006
- **Toward Community: Unity in Diversity**, Executive Committee – Corresponding Secretary, 2004 – 2005
- **Making the Ride Happen** – Board Member, 2004 – 2006
- **Fox Valley Literacy Coalition (FVLC)**, English as a Second Language Program co-Director, 1998 – 2000
- **Latinos Unidos Inc** (Green Bay, WI) Volunteer member, 1997 – 1998
- **Building Bridges**, a program of American Cancer Society, September 2004 – April 2005
- **VITA/TCE (Volunteer Income Tax Assistance/ Tax Counseling for the Elderly)**, partnership of Goodwill NCW, IRS and AARP, 2004 – 2006 (free tax preparation and filing for low-income families)
- **Parent Corps**, September 2004 – March 2005
- **Leadership Fox Cities**, a program of the Fox Cities Chamber of Commerce; September 2004 – May 2005
- **Teen Symposium 2005, 2006**, a program of United Way Fox Cities to develop assets in teens; 2005, 2006

### Albanian Organizations

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|--|---|
| • <b>Special Olympics, Albanian</b>                    | • <b>Albanian Ministry of Culture – Durres Region</b>     |
| • <b>Vodafone Albania Foundation</b>                   | • <b>Kultura dhe Komuniteti (Culture &amp; Community)</b> |
| • <b>IRCA (Institute of Romani Culture in Albania)</b> | • <b>American Corner Kid’s Club</b>                       |