

Adam Kirchner

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Dynamic, ambitious, accomplished Manager eager to contribute broad professional experience toward optimizing performance of a progressive organization. Proven ability to drive process improvement initiatives, staff development, client relations, and general operations initiatives to secure business growth, customer satisfaction and bottom line performance results.

Core competencies include:

- Business Relationship Building
- Start-Up Launches
- Employee Retention
- P&L Accountability/Forecasting/Budgets
- Research and Data Collection
- Business Analysis/Process Improvement
- Project Management/Leadership
- Staff Development and Training
- Customer Service Focused
- Inventory Management/Procurement

Professional History

Darden Inc – Training\Recruiting Supervisor (2013 to Present)

- Proficiently planned, coordinated and established 30-day, 90-day and 1-year marketing plans as well as coordinated all licensing, insurance and HR-related start-up needs.
- Strategically developed and implemented efficient inventory cost control practices and proactive training programs along with comprehensive recipe books to successfully leverage brand.
- Applied dynamic leadership skills toward training and promoting core teams across cross-functional areas of restaurant operations; partnered with owners in building strong leaders amongst staff.
- Demonstrated strong accounting and finance skills in managing daily bookkeeping and annual budgets; personally oversaw cash flow of operation and subsequently trained managers in profitable ongoing financial control.
- Provided Leadership for a new store opening which encompassed the hiring and training of over 200 staff members and 8 managers per location.

Dave & Busters – Training Manager (2009 to 2013)

- Successfully built and led 10-manager team to optimize FOH operational performance across efficiency, productivity, product presentation, and customer service levels; effectively managed labor and forecast sales for all departments to improve labor efficiency as well as guest experience in 4 locations.
- Actively collaborated with General Manager in streamlining training process to significantly increase 90-day employee retention.
- Partnered with Kitchen, Bar and Amusement Manager in boosting inventory efficiencies to 95%+.
- Delivered comprehensive P&L analysis targeted toward identifying and capitalizing on opportunities to increase profitability through strategic action plans; effectively reduced costs while enhancing service quality by restructuring HVAC PMT, Refrigerator PMT and Liquor pricing.
- Substantially increased sales and repeat business by executing innovative daily programs and customer loyalty for special events.

Stone Fire Company & Developments – Internal Recruiter (2006 to 2009)

- Worked along side the Managing Partner to identify difficult positions then source, attract, and hire hard to find candidates.
- Prescreen, evaluate, and negotiate pay rates for all new employees.
- Contributed strong management and training skills to re-energize HR, systems management and customer service goals; facilitated ongoing training and development to maximize staff performance.
- Worked with the team to lower our turnover from 73% down to 35% in the first year and maintained it for 3 years.

Education

Studied International Business -Management & Finance, Milwaukee School of Engineering