

DAN PUZA

DIRECTOR, SUPPLY CHAIN FINANCE – WORKING CAPITAL & CAPEX

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PROFESSIONAL SUMMARY

High-impact finance leader with 20+ years of bringing clarity to ambiguous environments and strengthening how organizations plan, operate, and make decisions. Experienced across Supply Chain Finance, FP&A, and a broad range of transformation and project-based work. Known for stepping into undefined environments, building teams and functions from scratch, and creating practical frameworks for better decisions and accountability. Recognized for collaborating effectively, adapting quickly to new domains, and delivering results.

PROFESSIONAL EXPERIENCE

Director, Supply Chain Finance – Working Capital & Capital Investments

Stanley Black & Decker – Tools & Outdoor (\$13B Revenue)

Remote

December 2023 – November 2025

Partnered with Supply Chain Operations in optimizing inventory, managing payables, and guiding Capital decisions. Built & matured team through a period of complete turnover and while operating down one resource for 15 months.

- Orchestrated senior-leader alignment and action planning on inventory, CapEx, and payables, driving progress and accountability to mitigate tariff-related pressure on free cash flow
- Improved Inventory & A/P forecast accuracy by 2 - 3 pts by building triangulation models that validated & challenged regional forecasts, better connecting sales, production, purchasing and payments. Methodology became the standard for framing discussions in performance and forecast reviews
- Matured CapEx pillar (\$120M annual spend) by improving data quality, enhancing reporting and visibility, surfacing actionable insights for leadership discussions, advising on organizational changes needed, and structuring rhythms to reinforce accountability
- Collaborated with IT and Data Analytics to develop a SKU-level tool that stratifies Finished Goods into cycle stock, safety stock, and excess inventory groupings, providing a better sense for inventory health and where to focus reduction efforts

Director, Supply Chain Finance – Manufacturing Footprint

Stanley Black & Decker – Tools & Outdoor (\$13B Revenue)

Remote

October 2021 – December 2023

Led financial analysis and business case development for strategic manufacturing network optimization

- Developed framework for evaluating manufacturing footprint changes, including the financial model, analytical approaches, data requirements, phase-specific assumption standards, and resource RACI's
- Filled leadership void by bringing expectation clarity to project teams, driving cross-functional alignment, ensuring high-quality inputs, building project kick-off & tracking templates, and advising on messaging to senior leadership
- Drove one successful closure decision (\$60M annual production), one transformation decision (\$25M annual production), and one recommended closure (\$100M annual production - decision pending)

Director, Digital Finance

Stanley Black & Decker – Tools & Outdoor (\$13B Revenue)

Remote

October 2020 – October 2021

Built and led a team focused on implementing process automation, data visualizations, and analytics within FP&A

- Developed function vision, created operating framework, and hired / upskilled 5 resources (3 offshore)
- Implemented process automation with tools like Alteryx, VBA, Power Query, and Power Automate, significantly reducing manual effort in reporting processes and maintaining our Qlikview environment
- Created dynamic Power BI dashboards to replace stale excel & PDF-based reporting, improving data insights and accessibility
- Applied Machine Learning algorithms to assign brand and product category to 78,000 SKUs
- Led cross-functional data integration initiative to incorporate Asia Sales & Margin data into our Qlikview reporting environment
- Drove alignment between IT, business leadership, and Finance to complete a \$60M IT investment budget

Senior Manager, Value Management Office Stanley Black & Decker – World Headquarters (\$15B Revenue)

Remote

February 2019 – October 2020

Part of enterprise “Performance Resiliency” initiative to prioritize investments, validate business cases, and ensure value capture

- Revitalized a stalled distribution center consolidation project by reengaging stakeholders, enforcing functional accountability, and driving the completion of the business case, yielding a “no go” recommendation
- Reduced weekly reporting cycle time by 85% through RPA implementation, excel automation (VBA) and process redesign
- Served as *Interim FP&A Director* for a newly created business segment, working directly with the CFO to establish an FP&A function. Performance prompted promotion to *Director, Digital Finance*

Senior Manager, Finance – Strategic Investments

Miramar, FL

Stanley Black & Decker – Global Emerging Markets (\$1B Revenue)

June 2017 – January 2019

Charged with two major focuses: (i) partnering with our COE to drive 3 pillars of our blueprint for doubling the company’s size, and (ii) leading the financial integration activities for our Irwin & Lenox acquisitions

- Provided financial leadership for Digital Excellence, Commercial Excellence, eCommerce, & Breakthrough Innovation by advising on investments (ROI’s, contracts, internal policies) and enhancing financial governance
- Led FP&A integration for Irwin & Lenox acquisition and partnered with country leaders to deliver revenue and cost synergies (50% top-line growth | 15% cost-out)
- Partnered with an internal startup team to develop & commercialize a new product (ESG related). Managed initiative financials, secured internal funding for various project stages, and led SAP setup

Senior Manager, Finance Transformation

Miramar, FL

Stanley Black & Decker – Global Emerging Markets (\$1B Revenue)

January 2016 – June 2017

Led a globally distributed team and partnered with dedicated project resources to implement Oracle’s Hyperion Planning & Reporting suite. The project enabled a driver-based rolling forecast, enhanced performance visibility, and standardized data.

- Directed a team of 8 and coordinated with 40+ dedicated resources to successfully implement an enterprise financial planning system, overcoming resource constraints, data & system issues, and changes in project scope
- Developed a framework for process redesign across 25 business units, spanning FP&A, Commercial Finance, Supply Chain Finance, and Controllership
- Partnered with the Change Management team to ensure stakeholder engagement & system adoption prior to go-live

Senior Manager, Financial Planning & Analysis

Singapore

Stanley Black & Decker – Emerging Markets Group (\$400M Revenue)

July 2012 – December 2015

Led FP&A function and supported initiatives to drive growth, improve profitability, and increase operating efficiencies within our emerging markets group (Middle East, Africa, Russia & CIS, Turkey, and India).

- Partnered with the markets to manage through periods of accelerated growth and contraction amid currency crashes, political instability, social unrest, organizational restructuring, and leadership change
- Created modeling framework to develop targeted actions to deliver financial commitments, with biggest wins in improving whitespace, pricing, margin drivers, mix management, customer profitability, and SKU rationalization
- Implemented cadences to maintain organization focus and increase early performance visibility for more timely corrective actions

Additional Roles: Manager, Corporate FP&A (2011 – 2012) | Manager, FP&A – Security Segment (2008-2011) | Sr Analyst – Operations Finance (2006-2008) | Pricing Analyst (2004-2006) | Stanley Leadership Program (2002 – 2004)

EDUCATION

Master of Business Administration – Finance & Marketing | GPA 4.2 of 4.3

Hartford, CT

University Of Connecticut

2005 - 2007

Bachelor Of Science - Business Administration – Finance | GPA 3.9 of 4.0

Storrs, CT

University Of Connecticut

1998 - 2002