

# DAN PUZA

## FINANCE LEADER | FP&A | SUPPLY CHAIN FINANCE

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### PROFESSIONAL SUMMARY

High-impact finance leader with 20+ years of experience driving planning, forecasting, and decision support across FP&A and Supply Chain Finance in complex, global organizations. Known for stepping into ambiguous environments and creating structure by building / improving teams, creating practical frameworks, and strengthening operating rhythms, governance, and accountability. Collaborative, adaptable, and consistently effective at translating complexity into clarity that drives action.

### CORE SKILLS

FP&A Leadership • Budgeting, Forecasting, Long-Range Planning • Executive & Board Reporting • Scenario Planning  
Business Partnering • Executive Decision Support • KPI & Performance Management • Capital Planning & Investment Analysis  
Supply Chain & Operations Finance • Working Capital Optimization • AI, Automation, & Process Improvement • Data & Analytics

### PROFESSIONAL EXPERIENCE

#### Director of Supply Chain Finance

Stanley Black & Decker – Tools & Outdoor

December 2023 – November 2025

Remote

*Led HQ Supply Chain FP&A for Inventory (\$4B), Accounts Payable (\$2B), And CapEx (\$120M), shifting finance from passive reporting to driver-based insight and decision support.*

- Created an inventory and A/P flow model connecting production, sales, purchases, and payments to challenge and improve regional forecasts and bring clarity to performance; improved forecast accuracy by 2 - 3 pts (\$120M Inv | \$60M A/P).
- Matured Capex pillar by improving data quality, enhancing reporting & visibility, surfacing actionable insights for leadership discussions, shaping rhythms to reinforce accountability, and advising on org structure. Forecast accuracy from 60% - 80%.
- Spearheaded scenario planning and working sessions around tariff response. Reduced Capex by \$25M and drove the development of executive-aligned actions plans to resolve \$100M in A/P pressure.
- Identified detailed drivers of a \$750M disconnect in a newly developed SKU-level inventory dataset. Resolved \$400M, with the remaining being fixable through longer-term projects.
- Built & matured team through a period of complete turnover and while operating down one resource for 15 months.

#### Director of Supply Chain Finance

Stanley Black & Decker – Tools & Outdoor

October 2021 – December 2023

Remote

*Finance lead for feasibility-phase diligence for manufacturing footprint decisions, including closures and transformations.*

- Constructed multi-scenario models for three evaluations; drove one closure (\$60M production), one transformation (\$25M production), and recommended a nine-figure cost-to-achieve closure (decision partially pending).
- Developed standard framework for evaluating manufacturing footprint changes, including the financial model, analytical approaches, data requirements, phase-specific assumption standards, and resource RACIs.
- 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.

#### Director of Digital Finance

Stanley Black & Decker - Tools & Outdoor

October 2020 - September 2021

Remote

*Built a new team from scratch to implement process automation, data visualizations, and analytics within FP&A*

- Crafted vision, created operating framework, and hired / upskilled 5 resources (3 offshore).
- Automated manual reporting pipelines for IT OpEx, Brand Sales, European Point-Of-Sale, and HQ departmental dashboards, replacing stale spreadsheets with interactive Power BI visualizations.
- Led a process improvement that used Alteryx and VBA to reduce our QlikView support burden from 50 hours to 10 hours monthly.

- Applied Machine Learning to assign brand and product category to 78,000 SKUs (project unsuccessful but delivered key learning).
- Led a cross-functional project to integrate Asia data into the sales & margin reporting platform (\$300M sales).
- Drove alignment between IT, business leadership, and Finance to complete a \$60M IT investment budget.

### Senior Finance Manager of Value Management Office

February 2019 - October 2020

Stanley Black & Decker – World Headquarters

Remote

*Supported 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 the operating rhythm and reporting packages for segment reviews. Performance prompted promotion to *Director, Digital Finance*.

### Senior Finance Manager of Strategic Investments

June 2017 - January 2019

Stanley Black & Decker – Global Emerging Markets

Miramar, FL

*Partnered with the COE to drive 3 pillars of our blueprint for double in size and led the FP&A integration for 2 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 the Commercial integration leader to deliver revenue and cost synergies (25% top-line growth | 15% cost-out).
- Partnered with an internal startup team to develop & commercialize a new ESG-related product, managing initiative financials, securing internal funding for various project stages, and leading the BRD creation for the SAP setup.

### Senior Manager of Finance Transformation

January 2016 - June 2017

Stanley Black & Decker – Global Emerging Markets

Miramar, FL

*Served as the business-unit lead for the Hyperion Planning & Reporting implementation across 25 countries & multiple ERP instances.*

- Led a team of 6 and coordinated with 40 dedicated resources to drive 100+ deliverables, managing the transition to a modern system with improved performance, rolling forecast capabilities, and new dimensionality (brand, customer, product).
- Managed through resource constraints and data & system gaps, advocating for a strategic pause to ensure project success.
- Partnered with the Change Management team to ensure stakeholder engagement and organizational readiness.

### Senior FP&A Manager

July 2012 - December 2015

Stanley Black & Decker – Emerging Markets Group

Singapore

*Led the Regional HQ FP&A team to mature the FP&A function from passive reporting to active engagement in driving results across highly volatile markets (Russia & CIS, India, Turkey, Middle East, and Africa).*

- Overhauled review cadences to increase focus, highlight performance earlier, and foster action-oriented discussions.
- Built and deployed a suite of decision-support frameworks, including SKU margin band/quadrant analysis, price / volume / inflation / mix / FX decompositions, customer profitability, and white space analysis.
- Led scenario planning and action development efforts during extreme currency shocks, political instability, and social unrest. Successfully managed through 4 CFO changes during my tenure.

**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

University Of Connecticut

August 2005 - May 2007

Hartford, CT

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

University Of Connecticut

August 1998- May 2002

Storrs, CT