

LES BALIBAT, MBA

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SUPPLY CHAIN, OPERATIONS & STRATEGY MANAGER

PROFESSIONAL SUMMARY

Supply chain, operations, and strategy leader with an MBA and 11+ years of experience improving cost, inventory, supplier performance, and operational scalability. Directed operations for a \$16M construction company, co-founded and launched a skincare brand, and advise four growing businesses in specialty coffee and environmental services. Delivered \$200K in annual savings, cut inventory value by 25%, reduced order processing time from seven days to 24 hours, helped grow a new kitchen and bath department from \$1.3M to \$4.5M in revenue, and shortened international supplier lead times by 33%. Combines domestic and international sourcing, inventory optimization, freight and distribution, new product introduction, team leadership, AI tools, ERP systems, and operational dashboards to help organizations reduce risk and run more efficiently and profitably.

CORE SKILLS & COMPETENCIES

Procurement & Supply Chain: Domestic & International Sourcing, Supplier Identification & Qualification, Supplier Performance Management, Vendor Negotiation, Contract Compliance, Purchase Planning, Cost Reduction, Total Cost of Ownership, Landed Cost Analysis, Inventory Optimization, ABC Analysis, Demand & Replenishment Planning, Production Capacity Planning, Bottleneck Analysis, Freight & Distribution, Fleet & Routing Optimization, Fulfillment Strategy, Amazon FBA & 3PL Coordination

Operations & Leadership: Operational Assessments, Process Mapping, Six Sigma, SOP Development, Workflow Redesign, Root Cause Analysis, New Product Introduction, Launch Readiness, Operational Scaling, Multisite Operations, Project Implementation, Workforce Planning, Team Leadership & Coaching, Change Management, Cross Functional Coordination, Executive Recommendations

Systems, Data & AI: AI Enabled Process Improvement, Inventory & Operational Dashboards, KPI Development & Reporting, Amazon FBA Reporting, SAP, NetSuite, Oracle, QuickBooks, Shopify, RFMS, floors.ai, 2020 Design, inFlow Inventory, Monday.com, Tableau, Advanced Microsoft Excel

PROFESSIONAL EXPERIENCE

Strategy & Operations Consultant | Independent | San Diego, CA

Jan 2026 to Present

Advise founders and leadership teams at three specialty coffee businesses and one environmental services company on supply chain strategy, procurement, inventory, production capacity, fulfillment, and scalable operating systems.

- Reduced international coffee lead time by 33%, from six weeks to four, and increased roasting throughput by 25% for Three Arrows Coffee by analyzing supplier timelines, identifying production bottlenecks, and advising leadership on procurement and capacity.
- Increased inventory visibility and reduced stockouts on best selling coffee products by recommending inFlow Inventory, applying ABC analysis, and aligning purchasing and replenishment with demand.
- Designed a low cost launch and fulfillment model for Pinnacle Environmental Services, increasing order capacity without expensive software by establishing an online storefront, standardizing fulfillment workflows, and securing competitive rates with a local shipping partner.
- Reduced operating costs at Black Letter Café and Good Ground Coffee by redesigning staffing workflows, clarifying shift responsibilities, improving vendor ordering, and aligning replenishment with location level demand.

Co-founder, Strategy & Operations | You C & Skin | San Diego, CA

Jan 2024 to Present

Co-founded a skincare brand that began as an MBA project. Lead a team of four across product development, marketing, business development, and supply chain, from concept through launch and early scale.

- Built the procurement and supplier network from the ground up, reducing unit costs by 15 to 20% by sourcing and qualifying three domestic and international co-manufacturers and coordinating packaging, freight, and fulfillment partners.
- Developed 8 SKUs and launched the first 2, a Vitamin C Serum and a Hyaluronic Acid, leading formulation, packaging, product costing, and FDA, MoCRA, and GMP compliance.
- Generated 1,060 unit sales in the first three months, doubling sales from 200 to 410 units in month two, with Amazon ad spend as low as \$40 per week and growth driven by organic Instagram and TikTok content, influencers, and brand modeling. Grew repeat orders 15% month over month.
- Lowered inventory costs by 10 to 15% while reducing excess inventory and stockouts by applying ABC analysis and Amazon FBA reporting to track SKU performance and replenishment.

- Built a recurring local wholesale channel with 6 aestheticians and 2 gyms across San Diego, generating monthly reorders.

Strategy & Operations Manager | Coles of La Jolla | San Diego, CA

May 2018 to Feb 2025

Directed procurement, supplier performance, inventory planning, freight and distribution, business systems, and a 39 person operation for a \$16M construction company specializing in flooring sales and installation.

- Delivered approximately \$200K in annual savings and 99% supplier compliance across 26 to 50 domestic and international vendors by renegotiating pricing, improving purchasing decisions, monitoring contract adherence, and leading corrective actions.
- Cut order processing time by 86%, from seven days to 24 hours, and improved team efficiency by 12% by applying Six Sigma process mapping, creating standardized SOPs, clarifying team responsibilities, and building an RFMS operational dashboard.
- Reduced inventory value by 25%, from \$1.2M in 2023 to \$900K in 2024, while lowering excess inventory and product returns by supporting the rollout of floors.ai as an AI visualization tool and secondary inventory dashboard.
- Sustained 98% on time delivery and reduced reliance on third party freight by building the business case for and implementing the purchase of two company owned delivery trucks, then optimizing routing and fleet utilization.
- Helped launch a new kitchen and bathroom department as part of the expansion team, onboarding 23 vendors and setting up operations in QuickBooks and 2020 Design. Department revenue grew from \$1.3M in 2019 to \$4.5M by 2024.
- Turned a resistant, underperforming team member into a top performer through three months of weekly one on one coaching, then recommended him for promotion to supervisor.
- Received the Excellence in Operations and Strategy Award (2023) and Top Performer in Business Growth and Customer Service (2022).

Logistics Manager | Target Corporation | San Diego, CA

Aug 2015 to May 2018

Directed inventory, receiving, replenishment, distribution, workforce planning, and operational execution in a high volume retail environment while leading a 24 person logistics team.

- Improved stock accuracy by more than 20% by redesigning receiving procedures, strengthening inventory audits and controls, and reconciling incoming products against real time inventory records.
- Eliminated peak season stockouts and improved seasonal product availability by adjusting replenishment timing and aligning inventory levels with anticipated demand.
- Led the six month implementation of a new department across four San Diego stores, standardizing operating procedures and training more than 40 employees.
- Improved productivity and consistency across a 24 person team by setting daily priorities, assigning workloads, managing schedules and coverage, coaching performance, and reinforcing safety and inventory procedures.

EDUCATION

Master of Business Administration | Point Loma Nazarene University, San Diego, CA

Jan 2022 to Dec 2024

Concentration in Innovation & Entrepreneurship. MBA Student of the Year (2024). Delta Mu Delta Business Honor Society.

Bachelor of Science in Information Technology | Tarlac State University, Philippines

Jun 2008 to May 2012

Focus: Information Management, Process Design, Project Management, and Programming.

CERTIFICATION & ADDITIONAL INFORMATION

Certification: Six Sigma Yellow Belt, Aveta Business Institute (2022)

AI Product Development: Built and launched BioDermaTech, a custom GPT that supports skincare formulation by combining cosmetic science, biotechnology, dermatology, and traditional skincare knowledge, with ingredient analysis and guidance aligned with FDA, EU, and ASEAN regulations.

AI Model Evaluation: Test and evaluate developing AI platforms through DataAnnotation, focusing on supply chain, operations research, quantitative reasoning, and business analysis, and provide structured feedback to improve accuracy.

Global Exposure: Colombia, China, Switzerland, Vietnam, Korea, and the Philippines

Languages: English and Tagalog (fluent)