

STEVAN KOYE

People | Process | Execution

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PROFESSIONAL SUMMARY

Experienced business leader whose career spans people development, operations, implementation, stakeholder alignment, business development, training, entrepreneurship, and complex cross-functional execution.

Across different industries and titles, the consistent work has been understanding objectives and people, creating alignment and structure, and turning intention into coordinated action.

SELECTED EXPERIENCE

Enterprise Standardization & Vendor Coordination - Concentra Health Centers

- Helped develop a national capital-equipment solution across locations with different vendors, contracts, pricing, and service relationships.
- Built current-state and financial comparison models and coordinated vendors across multiple markets.
- Coordinated independent vendors across multiple markets and helped develop a standardized national service model.

Corporate Training & Onboarding - Tom Thumb / Randalls

- Supported Austin-region hiring responsibilities, new-hire orientation, and group/auditorium-format training.
- Communicated company policies, procedures, expectations, and standards while connecting employees with appropriate training and resources.

Multi-Site Operations & Organizational Improvement - Far Out Hospitality / Pacific Table

- Supported operations involving approximately 40-50 employees per location across Pacific Table Southlake and Las Colinas/Irving.
- Designed and proposed Far Out Training and the Operational Health Index as practical operating-improvement concepts.

SELECTED EXPERIENCE, CONTINUED

Complex Stakeholder Alignment - Bridlewood Equestrian Center

- Helped navigate a complex property situation involving ownership, residents, developers, homebuilders, and prospective buyers.
- Used direct neighborhood engagement and conflict management to identify an alternative buyer.

Executive Communication & Negotiation - Duncan Perry Road

- Supported a multifamily-zoned property through changing conditions, negotiation, and stakeholder coordination.
- Developed a written business case and kept work moving after contract; the deal ultimately did not close.

CORE STRENGTHS

People development | Implementation & adoption | Stakeholder engagement | Training | Knowledge transfer | Cross-functional coordination | Vendor management | Operational readiness | Process improvement | Executive communication | Sales & business development | Needs discovery | Negotiation | Facilitation | Relationship management | Multi-site operations | Influence without authority

CURRENT FOCUS

Learning & development | Talent development | Training & enablement | Implementation & adoption | Organizational development | Organizational change | People operations | Stakeholder engagement | Program management | Operational leadership

Work style: Dallas-Fort Worth, Texas | Hybrid / Remote | Limited Travel