



Lee J. Metcalf

Vice President, Daugherty Business Solutions
Rear Admiral, USN (ret)

Lee's career spans leadership positions in the private sector, government, military and non-profit communities. Commissioned via NROTC at University of Missouri – Columbia, he attained the Surface Warfare Officer designation aboard USS Okinawa (LPH-3) and subsequently taught at Surface Warfare Officers School before transitioning to the Reserve Component. His service in the Navy Reserve included eight reserve command assignments including USS Stein, USS Leftwich, US Transportation Command and Six Fleet. Promoted to Rear Admiral in 2005, Lee served as inaugural director of the National Office of Global Maritime Situational Awareness (GMSA) reporting to the White House working to coordinate maritime information sharing across all US Government agencies and over 50 partners in the international community. He completed his Navy career as Commander, Navy Region Midwest, based at Great Lakes Navy Station, responsible for over \$3 billion in Navy assets spread over 16 states.

Upon leaving active duty in 1982, and concurrently with his Navy Reserve career, Lee joined McDonnell-Douglas and held positions of increasing responsibility in both the US and abroad. His assignments included managing the McDonnell Aircraft Organizational Development function, heading the HR and Finance functions for McDonnell-Douglas Australia Pty, Ltd, and leading the implementation of Total Quality Management System (TQMS) for the F-15 program. He supported process improvement efforts across the supply chain including business development, contracting and manufacturing functions.

Lee formed Metcalf Group in 1993 and spent the next seven years providing performance management support to clients as diverse as Anheuser-Busch, Toledo Public School System, University of Bucharest, Earthgrains and the City of St. Louis, before rolling back under a corporate umbrella as the director for organizational development for Sara Lee Corporation. He was called back to active duty full-time in 2005 and moved back to St. Louis upon retirement in 2010 when he joined Daugherty Business Solutions as the Vice President Public Sector Division supporting business development at both the State and Federal level. He currently also serves as the Practice Lead for Change Management and Business Process Improvement.

Deeply committed to the economic development of St. Louis, Lee services on many Boards including the St. Louis Science Center, the St. Louis County Workforce Development Board and the Navy League, supporting a wide range of youth development and STEAM initiatives. He is Chairman of the Board of one of the largest veteran placement non-profits in the nation, Corporate America Supports You (CASYS). Lee was selected by the Secretary of Defense to serve as the Chairman for the DoD office of Employer Support of the Guard and Reserve (ESGR) for the state of Missouri. He coordinates the work of over 100 volunteers, working directly with Governor Michael Parson and Missouri National Guard Commander, Major General Steve Danner in support of over 23,000 Guard and Reservists residing in Missouri.