

PROFILE: Demonstrated success in developing and leading both large global cross-functional organizations/teams as well as focused venture investments. Deep experience in defining and implementing multi-year business and technology architectures in addition to purpose built rapid technology development evolution/reaction teams.

- Proven record of inter-organizational collaboration, influence management, and operational efficiency improvement; revenue and margin up, costs and turnover down.
 - Multifaceted in experience and skills with a solid background in project management, organizational development, and creative problem solving
 - Strength in assessing client needs with strong interpersonal, presentation, and facilitation skills
 - Proven success leading financial and organizational transformations through cycles of growth and decline while proactively adjusting operations
 - Documented history of shifting cost center assets to revenue generating
 - Comfortable with entrepreneurial ambiguity as well as F500 and academic structure
 - Experienced across multiple disciplines and industries
 - Client focused with inherent bias for action
- Demonstrated success in designing, creating, and facilitating business, Department of Defense executive/graduate level courses, and workshops of value

ACADEMIC EXPERIENCE

Arizona State University, W.P. Carey, Information Systems (wpcarey.asu.edu)

The W. P. Carey School of Business at Arizona State University is one of the top-ranked business schools in the United States. The school is internationally regarded for its research productivity and its distinguished faculty members, including a Nobel Prize winner. Students come from more than 100 countries and W.P. Carey is represented by alumni in over 160 countries.

Professor of Practice, Information Systems

Undergraduate and Graduate faculty. Business Governance, Information Security, and Cyber lead for Master of Science in Information Management (MS-ISM). Areas of expertise include Business Governance, Business Analytics, Business Technologies, Organizational effectiveness and design.

- Created, designed, staffed, and facilitated multiple ASU WPC Executive (BRfV), Graduate (CIS 540, 591), and Undergraduate (CIS 446) courses
- Co-designed, created content for, and facilitated AZNext Public Sector Procurement Certificate program
- Modernized, redesigned, and facilitated cyber courses with emphasis on governance
- Co-redesigned and facilitated CIS235 Introduction to Information Systems with emphasis on current and real-world Business Data Analytics
- Mentored MBA, MSIM, CIS, and BDA students
- Represented ASU W.P. Carey at multiple business and industry events
- Active member of Business Data Analytics and Information Systems Curriculum committees
- Multiple student-initiated awards crossing ASU organizations
- Co-recipient of ASU WPC 'Entrepreneurial Approach to Learning' Teaching Innovation Faculty Teaching Award

BUSINESS EXPERIENCE:

AZ Crown (azcrown.com)

AZ Crown is a broad private equity investment portfolio spanning artificial intelligence, education, publishing, medical devices, and entertainment. AZ Crown is deeply connected throughout the investment community driving early-stage technology startup's as well as established entertainment brands such as LightBox Productions (e.g., Teenage Mutant Ninja Turtles).

Portfolio Advisor and CXO

Work across portfolio as CEO, CTO, CIO, COO and advisor as situation dictates. Specialty is digital transformation including business strategy refinement, creating purpose-built architectures, aligning operational, technical, and human resource underpinnings for scalability.

- Most recently served as Chief Executive Officer for the New Zealand based global Marketing Technology SaaS company, Black Pearl Mail (Blackpearlmail.com). Led technology re-platforming and business operations transformation, assisted in transition from private to publicly listed company (2019- 2022)

Bain & Company (bain.com)

Bain & Company is an American management consulting company headquartered in Boston, Massachusetts. The firm provides advice to public, private, and non-profit organizations. One of the Big Three management consultancies, Bain & Company was founded in 1973.

Senior Adjunct Consultant

Advise senior consultants and internal consultant teams. Specialty is operations and business technologies for Global Fortune 1000 sized and geographically distributed private firms.

Insight Enterprises Inc. (NSIT)

Insight Enterprises, Inc. is a F500 providing information technology (IT) hardware, software, and services solutions in the United States, Canada, Europe, the Middle East, Africa, and the Asia-Pacific.

Chief Information Officer

Led global IT organization for \$8B+ F500 company: Operations in 22 countries and sales across 180+ countries. Board accountable Section 16 officer, reporting to CEO, with cross-functional responsibilities including internal technical operations, client facing activities, Information Protection, ~\$2B in revenue generating web operations; 40% time spent engaged with enterprise clients

- Revamped IT from back office to strategic client-facing services organization
- Consolidated multiple disparate enterprise resource planning (ERP) systems into common and leveraged platforms; transitioned from 100% on premise to 60/40 cloud/on premise
- Implemented adaptive common core architecture: Reduced costs, improved productivity, and reduced acquisition integration time from quarters to weeks
- Reduced global technical staff by 75% while growing company from \$4.5B to \$8+B annual revenue
- Increased teammate retention. Reduced voluntary annual turnover from ~32% at start to less than 7% at time of departure. 7% average held across 8 years while industry average held ~20%
- Developed and launched hybrid technology model supporting cloud sales and scaled from 0 seats in 2010 to over 10M+
- Realigned ~35% of technical resources to revenue generating roles; improved sales portfolio, reduced costs, improved internal and external facing services while reducing global staff > 60%
- Created and implemented organizations first Information and Cyber Security program covering all sites, employees, contractors, and global value chain

BUSINESS EXPERIENCE: (Continued)

Motorola Solutions Inc. (MSI)

Independent spin from Motorola (MOT). Motorola Solutions, Inc. is a GF500 which creates and provides secure communication infrastructure, devices, software and services to government, public safety and first-responder agencies around the globe.

Corporate Vice President, Information Technology

Led global technical and IT organization bifurcation of Motorola Solutions from Motorola, Inc.

Post-split, led global shared service business applications, infrastructure, engineering, end user support, and help desk for highly profitable \$20+B independent MSI Inc. Responsibilities included architecture through operations as well as client facing.

- Removed \$70M of budget in 12 months while maintaining critical operations across 43 countries and 200+ sites through recession by surgically eliminating services and functions
- Established technical partnership with product development and marketing; contributed directly to 40+% increase in wireless networking sales
- Improved transaction availability by >30% while reducing service costs by >27% by removing redundant workflows, outdated processes, replacing outdated skillsets and selective outsourcing
- Led through >40% global revenue loss and recession while simultaneously bifurcating Motorola (MOT) into two independently traded companies (MSI and MMI)

Motorola Inc. (MOT)

Motorola, Inc. was GF500 multinational engineering and telecommunications company operating in 67 countries. 2009-2010 it was divided into two independent public companies, [Motorola Mobility](#) (MMI) and [Motorola Solutions](#) (MSI).

Corporate Vice President, Information Technology

Vice President of Global Business Infrastructure and Applications

Senior Director, Engineering Infrastructure and Business Applications

Quickly promoted from Senior Director to Corporate Vice President with increasing responsibility for IT and engineering. As Corporate Vice President led internal IT and engineering support during rapid growth with revenues in excess of \$40B. Responsibilities included global infrastructure, applications, architecture and enterprise operations through end user support. Managed >\$1B budget, >2k internal staff, and significant outsourced/contracted operations around the globe.

- Negotiated internal consolidation of multiple regionally and product isolated engineering and IT support teams
- Established internal service level agreements variable by business unit along with consumption and quality cost model giving direct line of sight and control to business unit General Managers
- Consolidated 12 global help desks down to 1 and 176 global data centers to 11
- Contributed > \$730M to earnings per share via improved operations over 5 years

Director, Corporate Strategic Business Programs

Responsible for creating program alignment between IT, engineering, and chief strategy office. Advised executive leadership team on viability of emerging enterprise platforms.

- Led global Merger, Acquisition (M&A) and Divestiture business technology team; successfully divested On Semiconductor (independent spin-off) and federal business (sale) to General Dynamics. Successfully integrated the \$17B acquisition of General Instruments, Inc
- Globally consolidated 30+ standards teams, rationalized product portfolio, and reduced global expenditure by > \$10M
- Jointly audited and renegotiated \$400M of technical support and sales contracts saving more than \$27M, and cancelling >\$50M, while improving overall service
- Partnered with Microsoft, IBM, Dell, and Cisco to create Joint Development and Rapid Deployment Programs (JDP and RDP) for emerging technologies

BUSINESS EXPERIENCE: (Continued)

Motorola Inc. (MOT) (Continued)

Motorola, Inc. was GF500 multinational engineering and telecommunications company operating in 67 countries.

Manager, Human Resources, General Systems

Managed a team of 12 with responsibility for ~16,000 manufacturing and engineering employees. Responsible for variable organizational development/training, staffing, and employee relations across 33 countries; 50% of time spent working outside the United States.

- Instituted competitive bidding process that reduced annual operating expenses by more than 30% while increasing critical engineering certifications by 20%
- Assisted in start-up operations in Russia, China, and Spain

Manufacturing Line Manager, Cellular Subscriber Division

Supervision of direct and indirect production and technical staff in high volume surface mount technology (SMT) cellular electronics manufacturing environment; coordinated resources to achieve departmental and organizational goals for productivity, quality, cost per unit, and delivery.

- Jointly led Six Sigma effort that reduced analog cell phone manufacturing cycle time by 8%; increasing total 24-hour factory output by 600 units, decreasing failure rates by over 5% and saving an estimated \$200K in build scrap costs
- Team recognized for shortest cycle time, lowest cost per unit, highest quality output, and lowest personnel turnover rate of 15 teams in operations area
- Certified instructor and facilitator; instructed Six Sigma, professional development, and skills development courses

MILITARY:

United States ARMY

Multiple components. Eight years SOT-A field operations asset dedicated to Special Forces Intelligence collection activities. Extensive international experience including work with foreign governments and multinational/multilingual organizations in support of strategic national policy.

- Functionally fluent: English and Russian
- Security Clearance: Top Secret – Sensitive Compartmented Information (TS-SCI, SBI)
- Multiple specialty qualifiers and designators

EDUCATION:

MASTERS, PUBLIC ADMINISTRATION

The University of Oklahoma, School of Advanced Programs

Completed during overseas military service, awarded post separation

Graduated with Honors, Pi Alpha Alpha

Norman, Oklahoma

BACHELOR OF ARTS, SOCIOLOGY

The University of the State of New York, Albany

Completed during military service

Regents. Albany, New York

COMMUNITY:

Active in multiple venture capital communities across North America, Western Europe, and Asia

Started and coordinate national Veterans organizations specific to technology industry

Other prior global and regional organizations to include gubernatorial appointments representing US/Arizona/Mexico trade interests, (Chairman) Arizona Technology Council, AZ Chamber of Commerce, etc.

INDUSTRY:

One to Watch Award

CIO Magazine

*Once in lifetime award

Premier 100

Named one of the top 100 leaders in business Information technology

Computerworld Magazine

*Once in lifetime award

Top 250

Named one of the "Masters of Business Technology"

InformationWeek Magazine

**Multiple local, national, global, business and technology industry awards*

Published domestically and international

E.g., Forbes, Computerweekly.com, CIO Dive.com, WSJ, CIO.com, Innovationenterprise.com

*Sought out globally to advise and present on emerging technologies, business technology architecture models, and organizational effectiveness

ASU WPC Professor of Practice, Information Systems Details:

- Delivered seminar to faculty on pedagogy that melds research and practice within the discipline
 - WPC IS Faculty seminar, Effective Presentations and Communications, Fall 2022
 - WPC Faculty seminar, Entrepreneurial Approach to Teaching, Fall 2023
 - WPC IS Faculty Seminar, Student Engagement, Spring 2025
- Designed new courses at Chairs direction which involved interaction with practitioners
 - CIS 591, Data and Technology Governance of Business, Spring 2024
 - CIS 446, Data and Technology Governance of Business, Fall 2024
- Designed and wrote new teaching cases with simulations which were added to a course syllabus
 - CIS 235/236, Fall 2022
 - CIS 540, Spring 2023
 - CIS 540, Spring 2024
 - CIS 591, Spring 2024
 - CIS 446, Fall 2024
 - CIS 591, Spring 2025
 - CIS 446, Spring 2025
 - Public Sector Procurement Certificate program, Spring 2023
 - Created subject specific cases, simulations, and content for 12-week program with dozens of Public Sector Procurement professionals covering 20 states

ASU WPC Professor of Practice, Information Systems Details, continued:

- Engaged by Department Chair(s) on significant business consulting project important to Quality discipline for global Semi-Conductor company
 - Integration of Artificial Intelligence and Data Modeling, Applied Materials, Spring 2025
- Mentored MBA, MSIM, CIS, AI, and BDA students
 - Barret Honors Thesis, Linder Sheder, 2023-2024
 - Barret Honors Thesis, Cameron Vu, 2024-present
 - Barret Honors Thesis, Sophia Flickinger, 2025-present
- Serve(d) on boards for-profit and not-for-profit organizations
 - Empower Inc., Advisory Board Member, 2019-2024
 - Trovo, Inc., Advisor Board Member, 2019-2024
 - Black Pearl Mail, Board Member, 2017-2022
 - Arizona Museum of Natural History, Board Member, 2022-2024
 - Silent Sector, Advisory Board Member, 2022-present
- Actively participate in professional events that focus on the practice of business and business technology discipline
 - Management of Self seminar, American Family Insurance, Fall 2022
 - Leaderboard, Not for Attribution entrepreneur seminars, bi-monthly, 2022-present
 - RSM and US Chamber of Commerce Seminar, September 2024
- Sustain professional career and significant ownership interest in active business and new ventures
 - Black Pearl Mail, Inc., CEO, 2019-2022
 - GPM Services, LLC, Founder, 2019-present
 - AZCrown Portfolio, Consultant, 2017-present
 - Bain and Co., Senior Enterprise Advisor, 2019-present