

# William H. “Bill” Sawyer

*An experienced performance and technology leader who understands the fusion of economics, systems, and psychology that leads to worldwide performance.*

## **Key Traits:**

*Results oriented  
Strong business acumen  
Team player  
Entrepreneurial*

**William H. Sawyer**  
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## WORK HISTORY:

### **1995 – Present Oracle Corporation**

Summary: Starting as a support analyst, working up to directing curriculum development that contributes more than \$25m to Oracle’s revenue. Specific titles and positions include a range of individual contributor, front-line management, and mid-level management. Projects range from simple to complex global projects, involving 10 countries and over 1,500 employees.

### **1986 – 1995 Philip Crosby Associates**

Summary: Starting as a strategic business analyst in the International division, I was the initial employee in what later became the Strategic Planning department. I helped grow the International division from \$2M to \$25M in 6 years. I am very familiar with business planning and executive-level presentations. I taught courses offered by Philip Crosby Associates including Management College, Statistical Process Control, Quality Education System (TTT), Quality Work Group Education, and Facilitator Training.

## EDUCATION:

### **Capella University**

2008-

PhD, Education, Training & Performance Improvement  
expected graduation Dec. 2010

### **Capella University**

2005 – 2007

MS, Education, Training & Performance Improvement

### **University of Southern Mississippi (Hattiesburg, MS)**

1984 – 1986

MS, (Thesis Pending), Computer Science

### **Stetson University (DeLand, FL)**

1980-1984

BBA, Accounting

## OBJECTIVE:

A modern HRD leader understands that the profession has moved well beyond simple metrics like the typical “butts in seats” and training satisfaction. Modern HRD is about business results and performance metrics like ROI. It takes a well-rounded professional with leadership skills, educational knowledge, and international experience to employ HRD in a world-class global organization. I am looking for an opportunity with a world-class global organization that understands how these skills are not merely essential, but are a competitive advantage in every sort of economic climate, good or bad.

## SKILLS:

Performance Improvement, Human Resources Development (HRD), Organizational Development, Instructional Delivery, Instructional Design, eLearning, Simulations, Oracle eBusiness Suite, Management and Leadership Training.

## PROFESSIONAL ASSOCIATIONS:

Board of Directors, Central Florida ASTD 2005-2009  
President, Central Florida ASTD, 2008  
Member, Academy of Human Resources Development  
Member, International Society for Performance Improvement  
Member, Academy of Management

## SPEAKING AND PUBLICATIONS:

Oracle Open World 2005 – 2008  
ASTD Measurement, Performance, and ROI Newsletter (2009)  
ISPI Performance Improvement Conference 2009  
11i & R12 Building OA Framework Applications

## INTERNET REFERENCES:

Portfolio: <http://technicaltrainer.org>  
LinkedIn: <http://www.linkedin.com/in/billsawyer>  
Facebook: <http://www.facebook.com/profile.php?id=500108932>

## RECOMMENDATIONS: (SAMPLES)

**“Brilliant is the word that comes to mind to describe Bill Sawyer.”**

*Seema Rafay, President, Spectrum Performance Management*

**“First and foremost, Bill is truly an expert in the T&D field and has a wealth of knowledge on integrating technology and learning.”**

*Anita Torres, CPLP, President, Alternative Learning Designs, LLC*

**“Bill is an excellent communicator and leader.”**

*Marisa Davis, VP of Communication, CFC-ASTD*

**“He is a great leader, pragmatic and beyond competent.”**

*Jenna Papakalos, VP of Marketing, CFC-ASTD*

**“Bill has worked with me on process improvement programs at Oracle resulting in a 90% improvement in process variation and effectiveness in the Support organization at Oracle.”**

*Jim Minks, Oracle*

**“Bill is an incredible individual - he has a plethora of strengths bundled into the most heartwarming person you could meet. Bill's knowledge set is greater than most I've encountered in the PhD circuit. He has an extensive connection with research in the Training and Performance Improvement field. His ability to communicate this research and its application to our trade is nothing short of amazing.”**

*Joy Dooley-Harrell, PhD Candidate, Capella University*