

# Bill Sawyer

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<http://technicaltrainer.org/>

<http://thoughts.technicaltrainer.org/>

<http://wiki.trainersguide.com/>

## SUMMARY

A proven leader with experience in every facet of the workplace learning and performance industry, with special emphasis on technical, managerial, and executive training with direct experience in all functions of a training organization from business analysis and training delivery to P&L responsibility.

## SKILLS

- Instructional Design
- Performance Improvement
- Knowledge Management
- Curriculum Design
- E-Learning
- Business Planning
- Management
- Needs Analysis
- Enterprise Software (ERP/HCM)
- Oracle E-Business Suite
- Articulate
- SnagIt
- Oracle Database
- Oracle UPK
- Adobe Creative Cloud
- Adobe Premiere
- Training Delivery
- Coaching
- Curriculum Development
- Training
- Change Management
- Learning Management Systems
- Business Intelligence
- Leadership/Executive Training
- Strategy
- Adobe Captivate
- Camtasia
- Oracle iLearning
- Microsoft Office Suite
- Linux
- Adobe After Effects
- Adobe Audition

## SOFTWARE

## EXPERIENCE

Highstreet IT Solutions, LLC

01 / 2013 – Present

Director, Change Management and Education

Responsible for all aspects of the Change Management and Education practice, from Business Development, Sales, Content Development, Delivery, and Team Management, and including full P&L responsibilities including Budgeting, Business Management, and Strategy.

Oracle Corporation

08 / 2008 – 01 / 2013

Senior Manager, E-Business Suite Technology Curriculum

Responsible for the E-Business Suite Technology curriculum covering all the technology stack, administration, and programming components of Oracle's E-Business Suite. E-Business Suite Technology covers the technical components of E-Business Suite, and includes training coverage for job functions such as database administration, system administrator, programming, custom development, installation, patching, workflow development, and other similar functions.

- Managed and developed \$15M E-Business Suite Technology curriculum.
- Developed the concept, business case, and business justification for Oracle UPK content to be developed for Oracle E-Business Suite.
- Performed and contributed numerous release readiness training sessions for internal and external audiences.
- Added to the Oracle E-Business Suite curriculum catalog (e.g., 3 OA Framework course, SOA course, and AMP course)
- Managed, edited, contributed to, and wrote over eleven (11) Oracle E-Business Suite R12.x curriculum project, includes updates and new courses.
- Created, managed, and hosted the ATG Live Webcast series.

<b>Oracle Corporation</b>	<b>08 / 2005 – 08 / 2008</b>
Senior Principal Curriculum Developer	
<b>Oracle Corporation</b>	<b>06 / 2000 – 08 / 2005</b>
Principal Curriculum Developer	
<b>Oracle Corporation</b>	<b>10 / 1997 – 06 / 2000</b>
Senior Instructor and Curriculum Developer	
<b>Oracle Corporation</b>	<b>01 / 1997 – 10 / 1997</b>
Support Manager	
<b>Oracle Corporation</b>	<b>08 / 1996 – 01 / 1997</b>
Senior Technical Support Analyst	
<b>Central Florida ASTD</b>	<b>01 / 2005 – 12 / 2009</b>
President and Board Member	

**I held several Board positions including VP of Communication, VP of Professional Development, and starting in 2007 I was in the President Circle. In 2009, I was the Immediate Past President.**

<b>Phillip Crosby Associates, Inc.</b>	<b>02 / 1991 – 12 / 1995</b>
<b>Strategic Adviser to the President</b>	
<ul style="list-style-type: none"> <li>• Executive-level adviser to the President of \$100M training and development organization, managed executive information system (war room), monthly executive reporting, and led executive oversight of several IT projects including an Oracle Applications (now Oracle E-Business Suite) implementation with conversion from a custom IBM AS36/AS38 accounting and business system.</li> <li>• Became certified to teach numerous management and executive-level courses, including the Management College, Statistical Process Control (SPC), and Facilitation Skills.</li> <li>• Delivered executive-level IT strategic analyses for clients, focusing on the integration points between IT and the PCA's quality management system.</li> <li>• Developed internal business assessment models and methods.</li> </ul>	

<b>Phillip Crosby Associates, Inc.</b>	<b>10 / 1988 – 02 / 1991</b>
International Strategic Adviser	

<b>Phillip Crosby Associates, Inc.</b>	<b>07 / 1986 – 10 / 1988</b>
Senior International Analyst	

**EDUCATION**

<b>Capella University</b>	<b>2008 – 2013</b>
PhD , Education, Training and Performance Improvement (Incomplete – A.B.D.)	
<b>Capella University</b>	<b>2005 – 2008</b>
MS , Education, Training and Performance Improvement	
<b>University of Southern Mississippi</b>	<b>1984 – 1986</b>
MS , Computer Science (Incomplete – Thesis Pending)	
<b>Stetson University</b>	<b>1980 – 1984</b>
BBA, Accounting	

**AWARDS**

**ASTD 2009 CORE Compliance Award**  
**ASTD 2009 Superstar Chapter Award**  
**ASTD 2010 Sharing Our Success Award**  
**ISPI 2011 Process Improvement Conference Award (ISPI Capella)**

**ASSOCIATIONS**

**ASTD / ATD – Association for Talent Development**  
**ISPI – International Society for Performance Improvement**  
**SHRM – Society for Human Resource Management**  
**AHRD – Academy of Human Resource Development**

**eLearning Guide**

**Board of Directors (CFC-ASTD)**

**Board of Directors (ISPI Capella)**

**Founder of Capella University ISPI chapter, including personally managing the creation and hosting of the student chapter's website before it was recognized by the University. In fact, the effort had to overcome organization resistance from Capella to officially recognize and host the effort**

**Sponsored, supported, and was a founder of a chapter-led mentoring program that was recognized for outstanding success with both mentors and their protégés.**

**PUBLICATIONS**

**New Learning Architects by Clive Shepherd (profile/interview) (2011)**

**ASTD Measurement, Performance and ROI Newsletter (2009)**

**Oracle University courses (14)**

**Oracle Open World 2003, 2005-2008**

**Oracle ATG Live (2010 – 2013)**

**eLearning Guide Conference (2013)**

**OAUG Collaborate (2013) – Selected as one of the “Best of” sessions.**

**INTERESTS**

**English Heritage member**

**National Trust (UK) member**

**Smithsonian member**

**RECOMMENDATIONS**

**<http://www.linkedin.com/in/billsawyer>**