

Bryan Zug

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Objective

A product development position with an interesting and meaningful company. Something that puts my Swiss army knife skill-set to good use (and continues to sharpen and accessorize it). A job where the hard work of creative-innovation / disruption-navigation / problem-solving / signal-through-the-noise communication is encouraged, required, and appreciated.

Employment / Project Experience

pinch/zoom

Product Manager
Seattle, WA. 10/2010 – Current

Responsibilities

Product Manager: 10/2010 – Current

Currently I'm Product Manager at pinch/zoom where I hammer and tong mobile apps from nothing into something for the likes of BBC and a host of other companies. Of late, I've been working on a lot of iPad apps that re-imagine everything from magazine publishing to the future of on demand video.

OggiFinogi

Creative Director
Bellevue, WA. 03/2010 – 09/2010

Responsibilities

Creative Director: 03/2010 – 09/2010

Managed interactive design team for this interactive rich media advertising startup. Direct reports included 5 Seattle based interactive designers and 3 flash builders in the Philippines. Created kanban based project management system and workflow for company using AgileZen for card based resource allocation. Trained executives, project managers, and creative teams on sound creative project management and design principles. Creative direction and design for clients included HBO Trueblood, Disney, BoConcept, Best Buy, Anthony Bourdain and the Travel Channel, GE, and Sanyo.

Lilipip

Director of Business Development
Seattle, WA. 08/2009 – 02/2010

Responsibilities

Business Development, Writing, and Project Management: 08/2009 – 02/2010

Led business development for this startup specializing in animated videos about products, services, and concepts for businesses and non-profits. Also wrote scripts and did project management. Clients included Adobe, Microsoft, and Parallels.

Phinney Bischoff Design House

Interactive Manager / Producer
Seattle, WA. 02/2009 – 08/2009

Responsibilities

Interactive Management & Business Development: 02/2009 – 08/2009

Produced Web and interactive projects to create a business advantage for clients. Tamed buzzwords and turned hype into understandable action plans. Then I executed them.

Methodologie

Technical Director, Interactive Manager
Seattle, WA. 01/2008 – 02/2009

Responsibilities

Business Development: 01/2008 – 02/2009

Created an interactive business development process that increased 2008 interactive revenue 134% over 2007. Trained Methodologie's Marketing Director, Principals, Strategists and Project Managers on how to scope, bid, pitch

and close interactive work. Analyzed interactive market trends and advised internal staff/external clients of emerging interactive opportunities (such as social media, collaboration, open source, cost effective outsourcing, etc). Initiated proof of concept product prototyping that inexpensively expanded interactive offerings for increased profitability. Worked with senior leadership to modify company's positioning strategy in a shifting marketplace and co-authored new positioning statement. Actively participated in regional interactive industry gatherings (O'Reilly Ignite, Seattle Drupal Users Group, BarCamp Seattle, Seattle Mind Camp, Seattle Tech Organizers) to foster company exposure and business development opportunities.

Interactive Management: 01/2008 – 02/2009

Created interactive development workflow that increased project quality and fostered repeatable profitable process. Coached Strategists, Designers, and Developers on interactive industry best practices and trends. Responsible for recruiting staff and freelance Developers, Designers, and Strategists. Oversaw interactive team and provided feedback on interactive designs, architectures, and development approaches. Advised on medium limitations, best practices, workarounds and their impact to design. Also sourced, vetted, and established strategic partner relationships (development, analytics, search engine optimization, video, etc).

Selected Projects

Industry Leading News Hub 01/2009 – 02/2009

(Client/Project Details are proprietary until public release.) Primary presenter in January 2009 pitch for this initiative to create a world leading industry news hub featuring voices from primary client and other industry leaders. Landed contract for Methodologie. Client doubled the originally allocated budget on our advice and reduced consideration time among other firms from 7 days to 24 hours.

The Coca-Cola Company: 2008 Year in Review Web Site 11/2008 – 02/2009

Analyzed previous year's metrics and usability study. Advised internal staff and client on implications. Guided teams on ways to maximize a recession reduced budget. Counseled client on social media trends and low risk points of entry. To meet aggressive deadlines, successfully introduced client facing wireframe design workflow to move project forward (before visual design for years' print report was completed). Resourced video animators and producers for a "letter from the CEO" video that served as a core element of the project.

Healthcare B2B Corporate Web Site 11/2008 – 02/2009

(Client/Project Details are proprietary until public release.) Scoped, pitched, and won this healthcare B2B company marketing site. Upsold an assessment phase which uncovered need for more deeply integrated Enterprise Content Management System (CMS). Sourced Drupal CMS vendor for project and established strategic partnership. Expanded project to include application interface design for company's core web application offering (separate from marketing site).

Corporate Social Responsibility Web Site for National Retailer 02/2008 – 02/2009

(Client/Project Details are proprietary until public release.) Scoped, pitched, and won this corporate social responsibility (CSR) site for a national retailer parent company with several public facing child brands. Advised retailer's corporate social responsibility team on best practices and current trends. Conceived adaptive audience homepage core concept for consumers, employees, and investors that won work. Provided feedback on all phases of project. Worked with retailer's IT department to provide functional rich media content management solutions for their limited environment (e.g. no server side scripting or database).

Boeing: "That's Why We're Here" Advertising Landing Page: 05/2008 - 02/2009

Scoped, pitched, and won this advertising landing page for Boeing public advertising on television news shows like "Meet the Press" and sites like MSNBC.com. Guided the development and architecture of a rich media flash interface that drew dynamic data from a Drupal CMS backend. Worked with developer to design a custom Drupal module that would allow site content to be deployed as flat files to legacy Boeing.com TeamSite CMS (no database or server side scripting required). View site at: <http://boeing.com/TWWH>

Boeing: Environmental Report: 05/2008 - 02/2009

Scoped, pitched, and won this microsite for the first environmental report from Boeing. Guided pitch to include and aggressive, highly scan-able design that the client chose as the direction of the project. Success and popularity of the design eventually led to a print version being produced from the design of the online project. Methodologie won an internal excellence award from Boeing for the project. View site at http://www.boeing.com/aboutus/environment/environmental_report/

The Coca-Cola Company: 2007 Year in Review Web Site 01/2008 - 05/2009

Provided technical direction and design feedback on this section of the Coca-Cola company corporate web site. Recruited Rostislav Hristov, one of the creators of SWFAddress to implement deep linking across the sections two main flash modules (See example at <http://www.thecoca-colacompany.com/ourcompany/ar/operatinggroupoverview.html>). Also led implementation of detailed alt content for these flash modules to increase accessibility and spur SEO. Responsible for recruiting and coordinating four developers to meet an aggressive timeline. Also mentored Project Manager on best practices for interactive project management.

Custom House: Web Application Demos 12/2008 - 02/2009

Scoped, bid, and won this series of custom flash demos for the web based international currency exchange service in Vancouver, B.C. Trained Marketing Director, Project Manager, and Developer on best practices for a project of this type.

Paladino: Corporate Web Site 05/2008 - 02/2009

Scoped, bid, and won this new corporate site for Paladino, sustainable process/architecture firm. Conceived adaptive audience homepage core concept that become the focus of the design. Heavily involved in the strategic design, information architecture and wireframes. Provided guidance on all other phases of project. Recruited CMS vendor and performed QA oversight. Project became a template for a new level of product offering.

BRE: 2008 Annual Review Web Site: 09/2008 - 02/2009

Advised client on current trends in interactive. Highlighted strategic advantages to a highly scan-able dashboard UI grid that became the basis of the winning design.

Xbox: Marketing DVD-ROM 01/2008 - 02/2009

Provided technical direction and primary solution architecture on this multi-lingual Flash/Adobe-Air application that used an engaging user interface to help Xbox retailers navigate and download marketing asset files.

Product / Tool Development**Sizer Tool:** 06/2008 - 02/2009

Designed a visualized [screen resolution stats tool](#) to help clients make decisions based on best available market data (in lieu of basing decisions on a single case workstation configuration). [Featured](#) in the Swiss Miss design blog. Currently bookmarked by [563 people](#) in Delicious.

Custom PDF Report Generator: 11/2008 - 02/2009

Designed architecture for a custom PDF report generator that would take selected sub-sections of a PDF and combine them into a single document (thus eliminating un-selected sections). Created two approaches: One that relied on PHP and server configuration, and a second that required no server side scripting (all possible file combinations would be pre-processed and moved to server as flat files with a custom client side only javascript interface).

Brownbag: Twitter Knowledge Stream Visualizer: 01/2008 - 02/2009

While I was at Stanford (before arriving at Methodologie), I had conceived an architecture for this viral interactive art/knowledge project where work teams to use twitter to share public and private items related to industry trends, interesting finds, and observations. While at Methodologie, we prototyped an animated screen visualizer (inspired by [twistori](#)) to experiment with ambient tweet sharing. Full implementation of idea would be to provide "how to" instructions for other organizations to replicate, along with creating interesting open source visualizers that would be periodically released.

Interactive Product Development: 06/2008 - 02/2009

(Project Details are proprietary.) Worked to port a core Methodologie strategic product from a printed to an interactive form. Provided guidance on strategy, functionality, deployment architecture, and early user interface wireframing. Product was still in design phase as of 02/2009.

Industry Activity**O'Reilly Ignite Podcast Sponsorship:** 09/2008 - 02/2009

Arranged in kind sponsorship of all Ignite Seattle videos (in exchange for video production). Included trailer slide (namedrop & URL) on all future videos, an at the event slide/mention, and trailer slide on any videos featured in the Best of Ignite (Worldwide) podcast.

Mind Camp 5 Sponsorship: 11/2009

Arranged in kind sponsorship of Mind Camp 5 (in exchange for P.A. sound system), held at Synapse product development in downtown Seattle. Included event slide and web site post.

Seattle Drupal Users Group (SeaDUG): 01/2008 - 02/2009

Arranged Methodologie hosting of Seattle Drupal Users group's monthly meetings and February 2009 mini-camp. Strategic alliance positioned Methodologie as an advocate of great visual design and usability in what is one of the most vibrant CMS development frameworks in the world.

Children's Hospital Stanford (Independent consultant via Zug Consulting, Inc.)
eLearning Systems Developer, LINKS Training Team Technical Lead
Palo Alto, CA. 03/2006 – 11/2007

Projects

LINKS Web Based Training System: 03/2006 – 11/2007

Training Team Technical Lead and eLearning Systems Developer for the LINKS clinical information system implementation at Lucile Packard Children's Hospital at Stanford. Responsible for online training system design, technology selection, user interface design, system development / implementation / maintenance planning. Project utilized Knowledge Planet's Firefly simulation builder to output Java multimedia applets, Firefly Publisher learning content management tool (aka Composica) to manage content, and HealthStream's Learning Management System (LMS) to track students. Coached staff on sound instructional design, storyboarding through visual screen capturing / rapid prototyping, and iterative content workflows. Also project managed team during content production sprints.

Project Management Coaching: 03/2006 – 11/2007

Provided informal project management coaching for Phase 2 of CTP at Children's Hospital Stanford. Emphasized: practical methods from "The Art of Project Management" by Scott Berkun, resource / milestone management principles from "The Mythical Man Month" by Frederick Brooks, and workstream management approaches from David Allen's "Getting Things Done". Introduced CTP Training Team to collaborative project management tools such as BaseCamp and ActiveCollab (which included and ActiveCollab server installation).

Clinical Transformation Program Internal Communications Consulting: 01/2007 – 06/2007

Consulted on internal communication and design for Phase 2 of the Clinical Transformation Program (CTP) at Children's Hospital Stanford. Responsible for strategic recommendations on brand management, best practices in effective communication, visual design reviews, and illustration/visual design. Emphasized a "Creating Passionate Users" approach.

Intranet Site Redesign: 05/2006 – 09/2006

Redesigned existing clinical information system (LINKS) intranet site from Phase 1 of CTP at Children's Hospital Stanford. Responsible for creation of simplified information architecture with role based navigation for better end user navigation experience. Added visual content blocks to enhance "Don't Make Me Think" scanability of site.

Zug Consulting, Inc. (dba The Flat Hatter Collaborative)
President and eLearning Systems Developer
Seattle, WA. 03/2006 – 12/2007

Selected Projects

O'Reilly Media: Ignite Video and Event Production: 12/2006 - Present

Video producer for O'Reilly Media's Ignite gatherings in Seattle, an eclectic tech / entrepreneurial event where speakers have five minutes to present 20 slides auto forwarded every 15 seconds. Responsible for video capture, editing, and publishing via Blip.tv, YouTube and Amazon S3. Also helped produced real time social media channels for event (e.g. Twitter visualization). As of 02/2009, an Ignite Video I produced was the 4th and 8th result when googling the words: [how to buy a car](#). Also co-produced the O'Reilly Ignite event at Adobe Max 2007 in Chicago.

Seattle Mind Camp: Session and Video Producer: 12/2005 - Present

Produced sessions at each iteration of Seattle Mind Camp, the Puget Sound's leading technical open conference. Topics have included "Neo vs. Samwise in a fight (and what does this have to do with the 'Attention Economy?)"", "The Good Thing Rapid Discovery Slam" (co-produced with author Scott Berkun), "The World is Flat: Gospel or Hype", and "Screencasting Call". Also produced video of various sessions.

BarCamp Seattle: Session Producer: 06/2008

Produced session titled "Starbuck vs. Samwise in a fight (and what does this have to do with the 'Attention Economy?)" at Seattle's first BarCamp unconference.

BarCamp Vancouver (BC): Video Production and Open Source YouTube Development: 06/2005 - 08/2005

Video producer for BarCamp Vancouver (BC) technical open conference. Produced 10 session videos including "The Meme Epidemic" by Darren Barefoot, "Open Source Telephony" by George Pajari, and "Prediction Markets" by Sacha Peter. Also initiated and coordinated development of an open source YouTube-esque Flash video system that used Amazon's S3 service for storage.

Children's Hospital Seattle

Senior Web Based Training Developer: 02/2004 - 03/2006

Web Based Training Developer: 04/2003 - 02/2004 (contractor via Consultnet)
Seattle, WA.

Projects

Clinical Information Systems Web Based Training System: 04/2003 – 06/2006

Lead developer/designer on the Cerner Clinical Information Systems (CIS) web based training (WBT) system for Children's Hospital and Regional Medical Center (CHRM) in Seattle. Responsible for the creation and ongoing maintenance/support of Flash/ASP/SQL-Server WBT application.

Tasks included: requirements gathering; cost-effective/strategic solutions direction; application design; Fireworks/Freehand UI design; team art direction; Flash/ActionScript client prototyping and programming; ASP/SQL-Server development of role driven Learning Content Management System (LCMS) that included content management, existing enterprise systems integration, roles specific content presentation, course prerequisite functionality, user tracking, middleware scripting, and results reporting; Captivate (formerly RoboDemo) content gathering, editing, conversion and Subject Matter Expert (SME) training; production cycle design and streamlining; content build out; testing; debugging; deployment.

Courses deployed include Inpatient CIS Fundamentals, Inpatient CIS Orders, Inpatient CIS Advanced Nurse Orders, and Ambulatory CIS Easy Script.

CIS Training eLearning Technical Project Management: 01/2004 - 03/2006

Provided technical project management for CIS Training Team's eLearning initiatives. Responsible for: Creation and management of project work plan, including effort estimates, assumptions and resource availability; Creation and management of project schedule, including critical path milestones and dependencies with other projects; Forecasting and anticipation of changes in scope, resources, and timelines, etc; Managing the change control process for project scope and timeline; Issue escalation with recommended solutions to CIS leadership.

Application Portal Redesign: 11/2003

Lead designer and supporting developer on the redesign of CHRMC's Nfuse/Citrix Web Applications Portal. Responsible for UI design, HTML build out, ASP integration into existing Nfuse ASP code.

Login Request Forms: 12/2003

Developed CHRMC's web based network login request form. Responsible for requirements gathering, ASP/HTML programming, SQL-Server database development, testing, and deployment.

Staff Website Secure Login Integration: 01/2004

Lead developer on integrating CHRMC's secure medical staff web stand-alone site login with the existing application portal login to create a seamless login experience for medical staff website users across multiple web sites and domains. Responsible for requirements gathering, ASP/HTML programming, SQL-Server db development, secure cross domain cookie r&d, RC4 encryption r&d, testing, and deployment.

CIS Communication and Conflict Resolution Team: 03/2005 - 03/2006

Member of Children's CIS Communication and Conflict Resolution Team. Responsible for promotion and training of conflict resolution skills within the department.

Interim CIS Communications and Marketing Lead: 02/2005 - 05/2006

Interim communications and marketing lead for Children's CIS group. Responsible for enterprise communication of CIS news and releases.

Real Networks (contractor via Excell Data)

Systems Operator

Seattle, WA. 06/2002 - 04/2003

Projects

RealOne Operations Analysis: 06/2002 - 04/2003

Provided quality assurance analysis for Real Networks' worldwide consumer division. Identified, documented, communicated, managed, and troubleshoot system issues/outages related to all aspects of the RealOne media player and premium content. System components/groups included orders, content authorization, stream encoding/delivery, login, content management tools, editorial, server operations, media player development, and external content partners (CNN, ABCnews, CBS, FoxSports, Major League Baseball, NASCAR, E!, etc). Lead daily managerial conference calls for Technical Operations division.

RealOne Operations Support Web Calendar: 02/2003

Deployed WebCalendar open-source PHP group calendaring system in a PostgreSQL environment. Responsible for: needs assessment, solution research, software selection, development environment set-up, application configuration, PHP/HTML/CSS application modifications, deployment to production, and team training.

RealOne Operations Support Siebel Web Read-Only Views: 11/2002

Assisted design/development/deployment of cost-saving Siebel web-based read-only incident views. Responsibilities included assisting requirements definition; coordination with Siebel development team; helping with web application design; beta review, modification, and sign-off.

Zugbot Digital Design

Freelance Web/New-Media Developer

Seattle, WA. 10/2001-03/2003

Selected Projects

Dick Staub Content Management System: 10/2001 - 03/2003

Developed web based PHP MySQL content management system for Seattle radio personality Dick Staub. System enables content admins to sign-in and upload/edit articles via the browser. Responsible for: needs assessment; system design; admin interface design; rapid application development via Dreamweaver UltraDev; programming image upload modules; HTML build out with existing interface design; testing; deployment.

Dick Staub Integrated Email List Management System: 04/2002 - 06/2002

Developed PHP MySQL socket-based email list management system that integrated to existing public/administrative user authentication system. Featured subscribe/unsubscribe confirmation via email and email sending via PHP socket functions. Responsible for needs assessment; system design; rapid application development via Dreamweaver UltraDev; system programming/development; testing; deployment.

Dick Staub Content Search System: 02/2002 - 04/2002

Developed multi-table content search system for this PHP MySQL CMS site. Designed detailed search results pages with category branching navigation to ensure excellent usability. Added several content categories to site, each with database components, public pages, and admin routines (add, update, edit, nav). Categories include: show logs, site articles, Amazon product links, and archive importing.

Other Employment Experience:

CrashShop Digital Design

Web/New-Media Developer; Business Development Director; Principal
Seattle, WA. 09/2000-12/2001

Spanish Peaks Computer Services, Inc.

Web/New Media Developer.
Trinidad, CO and Seattle, WA. 01/1996-03/2001

Whistle Stop Corporation

Computer Systems Manager.
Trinidad, CO. 11/1995-05/1997

Chronicle News

Graphic/Marketing Designer.
Trinidad, CO. 11/1995-01/1996

Monroe Advertising and Communications

Graphic/Marketing Designer.
Trinidad, CO. 08/1995-11/1995

Trinidad State Junior College

Associate Instructor
Trinidad, CO. 05/1993-06/1997

Corazón Graphics

Freelance Graphic Designer.
Trinidad, CO. 04/1995-03/1996

Publications and Presentations

Seattle Mind Camp 5.0

Co-produced session titled "Sustainable Work/Life Patterns", Seattle, November 2008.

BarCamp Seattle 2008

"Starbuck vs. Samwise in a fight (and what does this have to do with the 'Attention Economy'?)", Seattle BarCamp, June 2008.

Seattle Mind Camp 3.0

Sessions included "The Good Thing Rapid Discovery Slam" (co-produced with author Scott Berkun), "The World is Flat: Gospel or Hype", and "Screencasting Call", Seattle Mind Camp 3, Seattle, Washington, November 2006.

Cerner Health Conference 2006

"Blogs and Screencasts in the Quest for Training Attention", 2006 Cerner Health Conference, Orlando, Florida, October 2006

Seattle Mind Camp 2

"The Good Thing Rapid Discovery Slam" (co-produced with author Scott Berkun), Seattle Mind Camp 2, Seattle, Washington, April 2006.

Seattle Mind Camp 1

"Neo vs. Samwise in a fight (and what does this have to do with the 'Attention Economy'?)", Seattle Mind Camp 1, Seattle, Washington, November 2005.

Cerner Health Conference 2005

'Web-Based Training: Effective & Affordable Solutions', 2005 Cerner Health Conference, Orlando, Florida, October 2005

MX Developer's Journal

'Between a Rock and a Soft(ware) Place: Streamlining Web-based training development with Captivate & Flash', MX Developer's Journal, Volume 3 Issue 3, March 2005, pgs. 7, 28-30;

http://www.technoranti.com/wp-content/mxdj_march_2005_bryan_zug.pdf

American Society for Training & Development

'Streamlining WBT Development with Captivate & Flash at Children's Hospital Seattle', American Society for Training & Development - TechKnowledge 2005 Conference, Las Vegas, Nevada, February 2005;

http://www.technoranti.com/wp-content/zug_astd_techknowledge_2005.pdf

Education

Pepperdine University

B.A. in Sociology with emphasis in journalism and creative writing. Malibu, CA. 1992.

Web 2.0 Expo 2007

Attended the Web 2.0 Expo by O'Reilly Media. Half day workshops attended included "Building Social Applications" by Stowe Boyd and "Scalable Web Architectures: Common Patterns and Approaches" by Cal Henderson. Sessions included: "Case Study: Digging into the Technology Behind the Development of Digg" by Owen Byrne; "Rich Internet Application Platforms" panel by Ryan Stewart (ZDnet), Ben Galbraith (Ajaxian), Jeff Mancuso (Magnetk), Chris P. Saari (Yahoo!), Dirk-Willem van Gulik, (Joost, The Apache Software Foundation); "Immersive Experiences: Lessons from Game Designers Raph Koster; "Reality Bites: The Future of Gaming + Virtual Worlds 2.0" panel by Susan Wu (Charles River Ventures), Joichi Ito (Creative Commons), Raph Koster, (Areae), Lane Merrifield (Club Penguin), Craig Sherman (Gaia Online), Ginsu Yoon (Second Life); "Rich Internet Applications with Apollo" by Mike Chambers; "The People Formerly Known as the Audience" by Derek Powazek and Heather Champ; "The Social Media Revolution: You Oughta Be in Pictures (and Podcasting, and Vlogging)" panel by Robert Scoble, Jeremiah Owyang, Chris Pirillo, and Thomas Hawk; "Open Source Business Models for Web 2.0" by Mårten Mickos and John Roberts. San Francisco, California, April 2007.

Northern Voice 2007

Attended Northern Voice Blogging Conference. Sessions attended included: "Social Software for Learning Environments" panel by D'Arcy Norman (University of Calgary), Chris Lott (University of Alaska), John Beasley-Murray (University of British Columbia), and Sylvia Currie (Simon Fraser University); "Using Internet Video to Change the World One Eyeball at a Time" by Eddie Codel. Vancouver, British Columbia, February 2007.

Seattle Mind Camp 1-5

Attended each iteration of Seattle Mind Camp, the Puget Sound's leading technical open conference. Seattle, Washington, November 2005, April 2006, November 2006, July 2007, and November 2008.

BarCamp Vancouver (BC)

Attended the first iteration of BarCamp Vancouver, Vancouver's leading technical open conference. Sessions attended included: "The Meme Epidemic" by Darren Barefoot, "Open Source Telephony" by George Pajari, and "Prediction Markets" by Sacha Peter. Vancouver, British Columbia, August 2006.

Gnomedex 2006

Attended Gnomedex, a small single track technical conference focusing on social and technical trends. Sessions attended included "Web 2.0 is not an echochamber" by Mike Arrington (TechCrunch), "Spreading software through grassroots means" by Blake Ross (Firefox), "Open bitch session on social software" by Jeremy Zawodny, and "the Future of the Music Industry" by Dave Dederer (Presidents of the United States of America). Seattle, Washington, June 2006.

Drupal Camp Seattle 2007

Attended first iteration of Drupal Camp Seattle, a two day gathering of developers and super users of the Drupal open source content management and social web site development system. Seattle, Washington, July 2006

American Society for Training & Development

Attended TechKnowledge 2006 covering designing, building, delivering, facilitating, and managing e-learning applications. Emphasis in learning management system (LMS) procurement and implementation. Las Vega, Nevada, February 2005.

World Health Organization

Delegate representing the Community Health And New Growth for Everyone community action group of Las Animas County, Colorado. International Healthy Cities and Communities Conference, San Francisco, California, December 1993.

Trinidad State Junior College

Civic Effectiveness, Public Problem-Solving, and Community Leadership Workshop, Trinidad, Colorado, October 1995.
Training in deliberative community decision making strategies.

University of Oklahoma College of Continuing Education

Training in community development strategies as part of a team working with communities in Southeast Colorado.
School/Community Team Training of Trainers, Colorado Springs, Colorado, April 1994.

The Communication Center

Six week intensive public speaking training seminar. Communication Center, Fort Collins, Colorado, June 1991.