**Kevin Kobylski**

**Highlights of Relevant Professional Experience**

Notes: In the work below, Mr. Kobylski focused not on information technology hardware and software, but on the human parts of the transformations, mainly in organizational change and education and training. All of the business transformation and training work was world-wide and included projects ranging from a few hundred students to over 100,000 students and from a few courses per project to over 100 courses per project.

| **Dates, Position, Employer** | **Description** |
| --- | --- |
| Oct 2009 to Present  **Personal Coach** and **Chief Reality Officer**  Excelerate Coaching | * Leads a sole proprietorship with teaming partners * Independent CTI trained coach with private coaching practice includes two coaches and a client contact person. Projects include:   + The Tattoo Project (a coaching program for leaders)   + The People’s Coach project (non-profit access to quality coaching)   + APEX Automotive and Personal Excellence (a coaching program for race car drivers) |
| Nov 2007 to Apr 2011  **Business Transformation Practice Director** and  **Consultant Project Manager**  Telesto Group LLC | * Within Telesto Group: Led the Business Transformation Practice and carried out all duties associated with that position in an 85 member consultancy firm * For clients (US Army, US Department of Agriculture, etc.): Led business transformation (business process implementation, organization change, education and training, communications, etc.) projects especially for SAP enterprise resource planning (ERP) implementations including the largest such implementation in the world at the time (US Army Logistics Modernization Program) |
| Nov 2002 to Nov 2007  **Business Transformation Project Manager**  Johns Hopkins University and Health System | * Led business transformation projects especially for SAP (ERP) implementations * Led up to 233 employees and consultants * Reported progress to the Board of Trustees and the Executive Committees of the largest research university in the US and the #1 hospital and #2 medical school in the US |
| June 1998 to April 2002  **Learning Services Manager**  Quantum Corporation and Maxtor Corporation | * Led the company’s information technology education and training programs, led the education and training portion of information technology implementation projects, led the company’s system of research libraries (averaging 20 employees and consultants for all these activities) * Led Increasing Human Effectiveness and Increasing Team Effectiveness programs * Reported to the CIO in this Fortune 250 firm |

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| --- | --- |
| Jun 1987 to Jun 1998  **Business Unit Manager** and **Consultant Project Manager**  General Physics Corporation | * Led three business units in series: * Rotary Wing (Helicopter) Training Services (client: US Navy) (35 employees) * Government Training Services (clients: US Office of Personnel Management, US Department of Agriculture, US Defense Finance and Accounting Service, etc.) (65 employees) * The Oracle Practice (clients: Oracle Corporation, Fieldcrest-Cannon, Xerox, Quantum, AT&T, Cummins, etc.), which he built from the ground up (25 employees) * All three business units provided training services to large organizations in high-risk operating environments * Business units reported to the President * Before leading the business units, Mr. Kobylski developed training, instructed, managed training projects and programs, and managed training departments within Rotary Wing Training Services |
| Oct 1981 to Oct 1987  **Aviation Warfare Systems Operator**  US Navy | * Naval Aircrewman * Acoustic Sensor Operator aboard P-3 Orion aircraft * Designated US Navy Instructor * Naval Aviation Training and Operating Procedures Standardization (NATOPS) Instructor/Evaluator * Anti-Submarine Warfare Operations Center Analyst |

**Kevin Kobylski**

**Highlights of Relevant Education and Training**

Note: This is a sample of the education and training Mr. Kobylski has completed during his lifetime and my career. There’s much, much more.

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| **School or Organization** | **Education, Training, Certification** | **Date(s)** |
| International Coach Federation | Associate Certified Coach | Expected Sep 2012 |
| Coaches Training Institute | Certified Professional Co-Active Coach | Mar–Expected Sep 2012 |
| Coaches Training Institute | Graduate of the Leadership Program | Mar–Dec 2010 |
| Coaches Training Institute | Professional Co-Active Coach Training | Oct 2009–Jan 2010 |
| Telesto Group and General Physics | How to Consult series of courses | 2008 and 1990 |
| Johns Hopkins University | Studied Business and Management | 2002–2007 |
| Johns Hopkins University | Excellence in Public Speaking | 2004 |
| Johns Hopkins University | Project Management Using Microsoft Project course | 2003 |
| Jakob Nielsen | How to Conduct Usability Studies | 2001 |
| Edge Learning Institute | Increasing Human Effectiveness Certified Instructor | 2000 |
| Edge Learning Institute | Increasing Team Effectiveness Certified Instructor | 2000 |
| San Diego Mesa College | A.S. Business Administration | 1987–1991 |
| US Navy | Leadership, Survival, Technical, Instructor Training, and Education and Training Program Management courses | 1981–1987 |
| US Navy | Designated US Navy Instructor and NATOPS Instructor/Evaluator | 1984 |
| University of Detroit High School and Jesuit Academy | College Preparatory | 1970-1973 |
| Books, many books and conversations, many conversations | About the nature of the universe and the nature of human life | Lifetime |
| Experiences, many experiences | Including travelling much of the planet and living and working in different cultures | Lifetime |

**Kevin Kobylski**

**Highlights of What Mr. Kobylski Brings To This Work**

* A lifetime of inquiry and practice in improving human life
* A lifetime of applying situational awareness, free will, critical thinking, and wisdom
* A lifetime of ever more genuineness, authenticity and congruence
* A history of leadership of myself, my community, and in business
* Guiding organizational and personal transformations
* Public speaking
* Coaching
* Instructing
* Applying adult learning theory
* Developing learning materials
* Creating instructional systems, instructional technology, and training logistics operations
* Leading education and training projects and business units and of all sizes and complexities
* Creating and implementing business processes
* Conducting usability studies
* Senior consultant project manager skills
* A library of relevant methodologies, plans, tools, and reports

**Kevin Kobylski**

**Contact Information**

My contact information is:

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