

RUDY RUGEBREGT

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OBJECTIVE

I am seeking a position designing and developing training and performance support systems.

EXPERIENCE

I have over 17 years of experience developing and delivering training to a variety of audiences. I specialize in technology related training for technical and non-technical audiences. I've worked in print, computer-based and web-based training as well as classroom formats. My emphasis is on performance through mastery.

My current responsibilities include curriculum design, certification development and learning management systems. I led teams to create and deploy internal and external certification programs. I've developed train-the-trainer programs and worked with technical staff to develop courses that are more engaging and have better transfer to job performance.

My success working with technical experts comes from making the best use of their time through clear communication of my role, their commitment and our common need for success.

A current project list is online at:

<http://www.rugebregt.com/rudy/biz/rudysProjects.html>

EMPLOYMENT HISTORY

Curriculum/Certification Designer

Fortinet, Sunnyvale, CA 2012 - 2014

As the instructional designer for Fortinet Training Services, I shifted the company from monolithic instructor-led training to a modular, learner-focused curriculum. In addition to instructional design, I managed the company's selection and implementation of an online learning management system.

Blue Coat Networks, Sunnyvale, CA 2008 - 2012

As the instructional designer on the SE Enablement team, I oversaw the development of technical training and certification for Blue Coat's internal and partner technical staff. Projects included development of self-paced and classroom training, creation of three levels of professional certification and New Product Introduction training.

Aruba Networks, Sunnyvale, CA 2006 - 2008

I designed and developed customer, partner and internal training program around Aruba Networks wireless networking products. I led teams in the design and implementation of the Aruba professional and expert certification programs. I coached technical staff to develop programs that are more student focused and outcome based. My team expanded Aruba's course offering from 1 customer course to 11 courses for customers, channel partners and internal staff.

Independent Contractor/Consultant 1993 - 2006

Specializing in high-technology training, I worked with start-up clients to develop and deliver information transfers, training programs, and performance support tools. Clients include high-tech, entertainment, and research organizations working to bring new ideas and technologies to market.

Instructional Designer

Sun Microsystems, Mountain View, CA 1991 - 1993

Developed and implemented training and tools for the field training and development group, a sales support organization. Projects included new product introduction seminars, reseller computer based training and certification, audience analysis and competencies evaluations. As the senior designer, led department in new media and performance support.

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Apple Computer, Cupertino, CA 1989 – 1991

Developed and managed Apple II and Macintosh sales and field support training. Managed multiple contractors and vendors in leader-led, self-paced, computer and video-based training development. Completed projects within budget guidelines and delivered training on time to the field. Directed support and production groups and established effective communications throughout the project.

Amdahl Corporation, Sunnyvale, CA 1987 – 1989

Developed instructional design procedures and methodologies for workbook, instructor- led, CBT, and video-based training. The team designed and developed worldwide Field Engineer and customer training material for System 370 computer and communications products. I managed domestic and international teams to deliver courses on time and within budget.

Teacher, Department Chair

Cupertino Unified Schools - Cupertino, CA 1980 – 1982

Instructed 180 students per semester in basic skills education through industrial arts. Subjects included metals, wood, drafting and computers. Coached after school sports and sponsored clubs.

EDUCATION

1985 - Postgraduate work in Education and Technology
1981 - California K-12 credential
1978 - Bachelor of Arts, Industrial Arts - San Jose State University

SPECIAL SKILLS

Instructional Design Methodology

- Analysis, design, development, implementation, evaluation and delivery
- Train-the-Trainer and pre-launch preparations
- Post-launch analysis and follow-up
- Certification Development, in-house and hosted
- Learning Management Systems design, development and implementation
- Platform skills improvement and presentation coaching
- Multimedia design and authoring on multiple platforms
- Managed international projects with 20+ team members and a \$750,000+ budget
- Managed or developed sales training, new product training, new technologies training, developer conferences and skills training
- Advised, consulted and managed training teams away from topic-focused presentations towards competence and skills-based performance learning.

Technical Skills

- Enterprise network security
- 802.11 wireless networking and security technologies
- Cross-platform Internet (W3C) technologies
- High-speed optical networking and voice/data technologies
- System 370, UNIX (Solaris, Linux), MacOS and Windows

Project Management Experience

- Experienced in project management tools, methodologies and team leadership
- Balanced project scope, schedule and resources
- Blend structured process with practical solutions