

DAVID THIELEN

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SUMMARY OF QUALIFICATIONS

Transformational Chief Executive Officer with over 20 years of experience in devising and delivering comprehensive strategies in growth-oriented environments that drive business development, streamline daily operations, and promote company value.

- **Dynamic Leadership:** Expertise in recruiting, hiring, and mentoring diverse, high-performance teams and delegating project tasks based on individual strengths to promote professional development. Adept at identifying top talent and building a unified coalition that strives to achieve operational excellence.
- **Organizational Development:** Expert in fostering a collaborative and positive work culture that promotes employee engagement, values the sharing of new ideas, and respects the opinions of different perspectives.
- **Strategic Direction & Business Acumen:** Successfully led several start-ups to achieve exponential growth and triumph by adapting to change, guiding employees to accomplish set objectives, and aligning team goals to deliver high-impact results.
- **CEO's Mission:** Adept at determining effective strategies, reinforcing the culture, and making sure tasks are delegated appropriately teamwide to ensure a laser focus on an organization's short- and long-term goals.

SELECTED KEY ACHIEVEMENTS

- Successful at finding very talented people and convincing them to join forces, by cultivating an environment where employees are driven to do their best and work efficiently & effectively together.
- Built and reinforced a culture at Windward that focused on creating ground-breaking products, being a great place to work for smart motivated people, and doing well for our customers.
- Established a seamless, cross-departmental system/process, using OKRs, monthly 1:1s, constant communication, etc., which kept the team aligned.
- Constantly brings new ideas into the company, discusses them with others, and when they pass muster, builds coalitions to get the appropriate people on-board with the new initiative and incorporates it where/how appropriate.
- Built a revolutionary document generation system that led to the exponential growth of a software development organization with one of the largest public acquisitions for a non-funded company in Colorado's history.
- Served as a speaker at several industry-leading, national conferences as well as authored four books that primarily focus on how to lead by example within the workspace.
- Influenced and guided three Microsoft Windows development teams in Tokyo, Taipei, and Seoul in designing and delivering the Far East version of Windows. From three siloed teams, built a coalition focused on the product.

PROFESSIONAL EXPERIENCE

Windward Studios | *Boulder, CO*

March 2005 – April 2021

Chief Executive Officer (CEO) & Founder

Established and built a software company from the ground up, growing it into one of the largest document generator applications prior to acquisition. Developed and launched an innovative product that provided clients with a modern and custom program to design complex document templates in a simplified manner.

- Recruited, hired, and trained a high-performance, cross-functional executive team; designed a structure that focused on hiring talented people, which led to a highly diverse leadership team and workforce
- Oversaw the development and implementation of OKRs & KPIs; facilitated monthly 1:1s, 90-day company reviews and led quarterly strategic planning meetings to ensure operational efficiency and seamless communication organization-wide
- Served as the CTO and architected the entire document generation program from scratch; partnered with a team of sales engineers and project managers in designing and implementing new updates and features such as a hideable tagging system and live document links
- Evaluated the advantages/disadvantages of converting to subscription licensing to generate long-term revenue streams; consulted with customers to gather feedback and coordinated with a team of product managers in developing the subscription system, including a robust fail-over system for the license servers.

ADDITIONAL EXPERIENCE

Senior Developer | Newmerix | *Superior, CO* January 2003 – March 2005

- Architected, designed, and coded a program that provided automated migrations and merged patches and customizations of ERP systems; integrated key product updates, including refactoring the core engine and adding an audit trail

Chief Technology Officer | QuickStreet Inc. | *Westminster, CO* September 2000 – April 2002

- Brought on as a Founding member and grew the development team from the ground up while contributing to the organization's strategic direction; provided the Board of Directors with monthly performance and strategy reports
- Oversaw three diverse teams in ensuring all projects were delivered on time and within the set budget constraints; integrated various team initiatives to maintain a high morale and maintain a superior level of productivity and efficiency

Senior Developer | Global Commerce Systems | *Boulder, CO* April 1999 – July 2000

- Built a massive enterprise J2EE system that provided innovative functionality for business-to-business e-commerce, such as internal purchasing and supplier purchasing for General Motors

Director of Software Development | Cyrix | *Longmont, CO* February 1998 – April 1999

- Implemented various initiatives to boost employee morale during the company's acquisition by National Semiconductor
- Designed and implemented several policies and procedures to standardize workflows and improve productivity; integrated simplified methods to significantly reduce the number of written program bugs and to resolve remaining customer bugs

Director of Software Development | Sitera | *Longmont, CO* January 1997 – February 1998

- Hired as the first non-founder employee and built the entire software development from scratch within six months; prioritized and delegated project assignments to keep individuals focused on their tasks during rapidly changing conditions

Senior Software Developer | 7th Level | *Richardson, TX* February 1994 – November 1995

- Senior developer for the game Monty Python's "Complete Waste of Time"

Senior Developer: Windows Team | Microsoft | *Redmond, WA; Tokyo, Taipei, Seoul* July 1990 – February 1994

- Worked on the Win95 project included the initial file system, the disk cache, writing the tracking code and floppy disk device driver, and developing the COMM device driver system
- Assisted in directing the local development of efforts of Windows 3.1 in the Far East division in Tokyo, Taipei, and Seoul; served as a liaison between the three development groups and integrated strategic initiatives to influence and bridge the gap between the country competitors to ensure a successful product launch

AREAS OF EXPERTISE

Leadership: Strategic Planning | Organizational Development | People Management | Talent Development | Performance Management | Mentoring & Coaching | Relationship Building | Partner & Stakeholder Management | Diversity Recruiting & Hiring | Employee Motivation & Engagement | Agile Methodologies | Start-ups | M&A | Cross-functional Collaboration

Industry Acumen: IT Transformation | Innovation | Product Development & Management | Business Intelligence | Process Improvement | Budget Management | Operations & Change Management | Enterprise Software Architecture | Cloud Computing

EDUCATION

Bachelor of Arts in Physics & Mathematics | University of Colorado | *Boulder, CO*