

DAVID THIELEN

Boulder, CO | 720-352-0676 | david@thielen.com | [linkedin.com/in/davethielen](https://www.linkedin.com/in/davethielen)

SUMMARY OF QUALIFICATIONS

Results-driven Chief Technology Officer with over 20 years of experience in leading and executing innovative organizational and product strategies from launch to scale that drive business growth, optimize the user experience, and deliver high-value results in complex, fast-paced environments.

- **Dynamic & Culturally Aware Leader** with extensive experience in growing robust organizations, building team-wide consensus, and directing global, high-performance teams. Expert in recruiting, hiring, and leading talented professionals and delegating project tasks based on individual strengths to foster an efficient and motivated work culture.
- **Innovative Software Architect** with expertise in designing and constructing complex programs in a clean and straightforward manner to ensure optimal utilization. Consistently brings new ideas to the company, gathering insights from various teams, and building coalitions to strategize and bring different products to fruition.
- **Built a Successful Company** leading across the company to the success at each start-up. At Windward the primary leader for our strategic direction, changing it as needed; leading the employees to accomplish our goals; focusing on our results and getting teams to accomplish them; and in total, having the skills, knowledge, & business acumen to lead the company to great success.

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.
- Constantly bringing new ideas into the company, discussing them with others, and when they pass muster, building coalitions to get the appropriate people on-board with the new initiative and incorporating it where/how appropriate.
- Built a revolutionary document generation system that provided an optimal user-friendly experience for business users creating complex document templates.
- Served as a speaker at several industry-leading, national conferences; authored four books and 30+ articles.
- Designed, produced, and led the development process for the innovative, real-time strategy video game Enemy Nations.
- Influenced and guided three Microsoft Windows development teams in Tokyo, Taipei, and Seoul in designing and delivering Windows 3.1 in the Far East division. From three siloed teams, built a coalition focused on the product.

PROFESSIONAL EXPERIENCE

Windward Studios | *Boulder, CO*

March 2005 – April 2021

Chief Technology Officer (CTO) & Founder

Established and built a software company from the ground up, growing it into one of the largest document generation companies prior to acquisition. Developed and launched an innovative document generation system that provided clients with a modern and custom program to administer complex document processes in a simplified manner.

- Wrote the entire document generation program from scratch, including architecting, designing, coding, and testing the initial software engine framework and developing new updates and features
- Partnered with a team of sales engineers and product managers in implementing and launching user-friendly features, such as SQL/XPath/OData query wizards that made it easy for business users to write selects; and live sub-document importing (displaying the linked document in full, inline)
- Evaluated the advantages/disadvantages of converting to subscription licensing to generate long-term revenue streams; consulted with customers to gather product insights and feedback and coordinated with a team of product managers in developing the final subscription system
- Recruited, hired, and trained diverse, high-performance, cross-functional teams; delegated and prioritized project tasks based on individual strengths and unique backgrounds to foster professional development and increase productivity
- Facilitated Agile development process and product planning meetings to strategize new product features based on customer feedback and to brainstorm future product ideas
- Key clients included financial institutions, government agencies at all levels, manufacturers, and real estate companies, such as Wells-Fargo, Goldman Sachs, Toyota, the U.S. Department of Defense, and the government of Switzerland

ADDITIONAL EXPERIENCE

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

- Specified, architected, designed, and coded a program that provide 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

- Built the development team from the ground up and managed three diverse teams while ensuring all projects were delivered on time and within the set budget constraints
- Designed and created a system that took orders from websites, priced them, and sent them to couriers for same-day delivery as well as offered live updates to the drivers via wireless communication and provided optimal delivery routes; built, tested, and launched version 1.0 on J2EE within four months

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; implemented a system in Java using multiple data sources in the back end, Enterprise Java Beans (EJBs) for middle tiers, and Java Server Pages (JSPs) on the front end
- Created the initial tools developers used to create their EJBs and designed the persistence layer that mapped all EJBs to multiple data tables

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

- Oversaw all software development operations at the Longmont location, including device drivers, BIOS, legacy emulations, new silicon bring-up, and various development tools
- 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
- Led the creation and delivery of a complete test environment for simulating and emulating new chip designs; ported software to the reference platform and delivered all future projects

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

- Wrote a custom program with C++ that created a common palette for 32-bit images used in digital film scenes and dithers the 32-bit images down to 8-bit using the common palette; allowed users to easily view multiple images simultaneously in a file viewer
- Authored and defined most scripting for several main scenes in 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
- Contributing developer and Product Manager for 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 | Roadmaps | Budgeting | Company & Board Presentations | Relationship Building | Partner & Stakeholder Management | Agile Methodologies | Business Acumen | Cross-functional Collaboration

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

Technical: C# | C++ | Java | SaaS | SQL | Azure | TypeScript | JavaScript | XML | OOML

EDUCATION

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