**Tim Kostyk**

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***Executive Summary***

A seasoned professional senior level Director of Enterprise Architect possessing 16 years of IT experience with a concentration on Enterprise and Business Transformation Architecture for the last 10 years. A patented and published individual whose work illustrates solid business acumens coupled with insight and the ability to ascertain and analyze social, cultural and business needs, define strategic technical vision, forecast goals, streamline technical operations that lead to successful delivery and demonstrated business results. It is important to note that while truly a leader with deep analytical capabilities that these skills were acquired through real life, down in the trenches experience starting with the fundamental foundations of desktop support, progressing through infrastructure related engineering and architectural positions into the complex nature of Enterprise Architecture Integration and finally Enterprise Architecture and Business Transformation Architecture. Each step of career growth has been achieved through hands-on, “make it happen” experience which instills a sense of risk management of actions by knowing possible outcomes. The powerful combination of consulting and non-consulting positions illustrates the knowledge of the fundamentals of many businesses. The chain of continuous business and professional achievements were obtained through the leadership and management of complex business and technology based architectural activities while maintaining measurable high standards of quality. A truly collaborative and focused individual that has successful experience in the development and education of peers, superiors and subordinates through thought leadership, innovative practices and industry best practices that is well grounded in practical experience. This collaborative spirit comes from a true feeling of liking to interact and work with individuals in a harmonious and communal setting while assessing how to manage conflict should it arise. I possess solid and proven communication and interpersonal skills which I utilize as the foundation to effectively lead and negotiate with many diverse professionals to achieve desired business results. I possess a high level of proficiency in team management, and leadership through times of change; both cultural and organizational. I’m highly skilled at delivering architectural designs (both technical and business) and their solutions encompassing diverse technologies to connect business intent through multiple social networks to meet or exceed business expectations with a comprehensive understanding of a myriad of industry verticals, their integrated business and social networks, vendors and organizational/cultural differences.

***Areas of Expertise***

* **Executive Level Organization and Management** - Create, manage and collaborate with executives in order to successfully bridge different parts of the business and IT organization to achieve successful results
* **Leadership & Organizational Change** – Asses the role of leadership in dealing with culture and (2) help facilitate and lead the roadmap that effectively leads to positive change within the organization.
* **Business Transformation** – Facilitate change driven by mapping business intent to technology capabilities through the assessment of customers, strategies and compliance/regulatory/governance requirements within the cultural framework of an organization.
* **Developing Strategic Partnerships** - Create strategic partnerships from within the organization as well as with vendors in order to achieve positive business and IT results for their best capabilities and assistance
* **Financial Management, Expense Control** - Manage fiscal responsibilities in order to balance the needs of the business, technologies and requirements that are measurable in order to achieve financial success
* **Staff Development, Team Leadership** - Create and foster a unique 'team spirit' that brings together people into a cohesive group by proactive leadership and demonstrating solid team strategies and positive relations
* **Training and Education**– Plan, Develop, and provide training and staff development programs. Coordinate, create and establish courses which are technically and professionally focused.
* **Productivity Improvements** - Realize significant improvements and efficiencies by performing in-depth team management and pro-active processes, technology based analysis and code reviews to maximize productivity
* **Technology and Innovation Analysis** - Analyze current business objectives and capabilities through the use of proven tools architectural blueprinting tools; then create and lead strategic vision that leverages new and existing technologies through innovative use of implementable in-house or commercially available solutions.

***Professional Background***

Metaplexity and Associates, Phoenix, AZ 2009 *-Present*

***Senior Associate***

As a senior associate of Metaplexity Associates, an Enterprise Architecture consulting and training company, duties included the instruction and curriculum training of Enterprise Architecture techniques and best practices including the process of defining and implementing enterprise architectures at any stage of the (EA) lifecycle of the organization. These consulting and training services are founded in a curriculum of education and training services that enable architecture personnel and other participants to climb the learning curve quickly and develop a tailored architecture framework for their organization.  Consultancy and assessment services included specialized skills and knowledge sets that enable the organization to assess their current architecture and envision a target state.

Arizona State University (Human and Social Dimension of Science & Technology), Phoenix, AZ 2009 *-Present*

***PhD Program Social and Cultural Impacts of the Smart Grid***

As a student and researcher I am current exploring the analytical methods of three key aspects of the study of the human and social dimensions of science and technology as it relates to the emerging Smart Grid and human interaction: 1) the historical, philosophical, and conceptual foundations of science and technology; 2) the social and institutional foundations of scientific research and technological systems; and 3) the political, ethical, and policy foundations of science and technology. These activities are a mix of past and current original research being conducted at ASU and as a participant observer of IEEE Smart Grid p2030 standards workgroup and IEEE Smart Grid Steering Committee activities

Carlson Companies, Minneapolis, MN 2007 *- 2009*

***Director of Enterprise Architecture***

As the Director of Enterprise Architecture (EA) and lead of the EA Practice (EAP) for Corporate Carlson. Primary responsibilities include: managing the EA Team, determining EA Strategy and sponsoring the corporate wide EA Council (EAC). Direct reports consist of a matrixed and virtual set of architects, engineers, project/program mangers and other related extended team members. These teams range in number from as low as 6 individuals to as many as hundreds. Secondary responsibilities for direct reports is to lead and manage career goals, set EAP direction and expectations for each, and determine their level of responsibilities. Since this is a high performance team, we are geared to solving complex business problems, complex architectural solutions, technology issues, while encouraging cross organizational collaboration on all viable architectural solutions. Our architectural framework and methodology is based upon TOGAF v8.1.1 and Zackman approaches and is supported by other best practices such as ITIL and COBIT.

I led and managed all aspects of the EAP and EA strategy primarily focusing on optimizing and maximizing shared infrastructures, IT technologies and critical architectural solutions. Included in the EA strategy is technology lifecycle management, architectural business processes, technology standards and principles and linkages into Operations.

As mentioned above, I sponsored the EA Council (EAC) that is Carlson's Architectural Governing Council that also integrates the EAP initiatives, acts as the Standards and Architecture Review Board and includes the Strategic Business Unit’s (SBU's) Architects, and various leaders from across the organization. The focus is to provide architectural governance on policies, principles and standards in order to achieve excellence in all parts of the organization. The EAP is aligned to the EAC and delivers solutions that solve issues specifically for the Strategic Business Units.

My most significant achievements made were to:

1. **Flexible Services Architecture-** Develop and deploy a Flexible Services Architecture to de-centralize the core business services of the parent company, including IT. This was done as a result of a fundamental shift in the business model of the company from a centralized integrated organization to a model resembling a holding company. The process of decentralization included the development of a portable Enterprise architecture model backed by a governance model which itself was portable. The deployment of the architecture was enabled through a set of interlocking operational, tactical and strategic roadmaps designed to minimize cost while providing autonomy for each business unit.
2. **Technologies Standards-** The second most notable achievement was an Enterprise wide inventory and Standardization of all IT systems (Hardware, Software and Technologies). I facilitated, organized, analyzed and documented all data. Next this data was the subject of many IT and Business Community meetings I facilitated to ascertain the relevant Standard-Non Standard nature of each IT system including lifecycle. Finally a flexible comprehensive roadmap was put into place to show how Standard and Non-Standards IT systems would be handled which included the development of an Enterprise wide Lifecycle Management policy and process.

My budget in 2007 was $4.5M+ and my 2008 budget is only 40% of 2007. This is based upon changes in corporate business alignment that pushes technologies out to the Strategic Business Units.

International Business Machines, Endicott, NY 2004 - 2007

***Senior Level - IT Architect, TOGAF Certified***

Lead Enterprise IT Architect on customer engagements that facilitate the creation of customer relationships, define the Enterprise technical and business scope that is based upon the customer’s specific business and technical requirements. Then, lead the team and collaborate across the entire organization during the lifecycle of the project. Responsible for directly managing executive business results and expectations, lead architectural technological vision and solution, lead technical teams and others for architectural activities from the creation and negotiation of a statement of work, to collaborations for determining the vision for a viable, customer-centric solution. Proven ability to successfully work with C-level executives while leading diverse organizational teams for the quantification of requirements, creation of a solid strategic vision, design of a viable architectural solution, and solution development processes. Lead projects to the successful deployment of the solution while maintaining fiscal and technological targets.

* Thought leader in Business Transformation Architecture and Business Architecture IBM CoEs. Published and implemented processes that enables customers to realize significant cost savings through the process of business alignment to the tactical and strategic reuse of technical solutions utilizing current capabilities, business intent/requirements and future strategic vision which is closely aligned to cultural and organizational structures
* Authored Thought leadership white papers and educational case studies in conjunction with Massachusetts Institute of Technology (MIT)
* 100% customer success rate by properly managing expectations, effective team leadership and through successful collaborations with very highly skilled and dedicated individuals

AEGON, KY 2002 *- 2004*

***Senior Level - IT Enterprise Architect, TOGAF Certified***

Developed and maintained the Enterprise Architecture Practice, Enterprise Wide Technical Architecture and associated governance bodies. Introduced and incorporated the TOGAF framework into the Enterprise Architecture Practice. Developed and conducted a CMM assessment of the ITSM capabilities of the organization (both Service Delivery and Service Support domains). This assessment led to the development of a (**ITSM/ITIL**) strategy, roadmap, architected vision, and implementation plan including the technical architecting of an enabling supporting technological solution (REMEDY). Developed and implemented the Business Architecture compliance framework for Sarbanes-Oxley and Basel II regulations. Developed and implemented the corporate wide Patch/ Release Management Policy and Process. Architected and developed the Enterprise Platform Selection Guide. Architected and developed the roadmap for Business Process Management, Business Process Analysis and Business Rules Engine. Architected and assessed product selection for the corporate wide Enterprise Application Integration Suite. Developed and maintained the Enterprise Architecture Academy center for ongoing staff development and training.

ATOS-Origin, OH 2000 *- 2002*

***Senior Level - IT Enterprise Integration Architect***

Assessed, Architected and Implemented Enterprise Architecture Integration (EAI) solutions providing expert technical knowledge in the architecture of simple, moderate, and highly complex scalable EAI solutions for Fortune 500 national and multinational companies across multiple industry verticals utilizing current and legacy applications and platforms.

Sprint, KS 1998 *- 2000*

***IT Platform Architect***

Developed and maintained the Technology Blueprint for the Customer Care division. Analyzed business drivers and modeled their influence on the technical architecture, as well as data, application function and workflow elements. Researched technology developments, interpreted business requirements, proposed changes, and developed migration and implementation plans, which then culminated in EAI designs. Provided input into the technology plans for the organization and ensured that technology plans integrated effectively into the technical architecture. Monitored key technology trends, industry standards, and directions in the marketplace. Provided leadership in defining standards in the context of enterprise architecture. Facilitated discussions and led collaborative sessions toward defining and gaining consensus on technology principles and standards.

State of Kentucky Fair & Expo Center, KY 1997 *- 1998*

***IT Network Specialist***

Leveraged appropriate technologies to create business solutions utilizing NT, Novell and AS400 platforms, which integrated into the architectural footprint. Ensured all hardware (network, Servers etc.) were available with a minimum of downtime and kept in prime operating condition. Responsible for budgeting Network purchases and maintenance. Lead cross-functional teams to support customer and infrastructure projects. Implemented and facilitated Facility Wide Sybase Database System

Advanced Solutions Inc., KY 1995 *- 1997*

***IT Systems Integrator***

Led the evaluation, integration and implementation of CAD/CAM Technologies for Fortune 1000 companies. Developed IT strategic direction for customers by using business and IT drivers to determine how to apply technology across the enterprise, creating/maintaining the enterprise-wide technology blueprint, and enabling the technical infrastructure. .Led cross-functional teams to support customer & in-house infrastructure projects

Jefferson Community College/ University of Kentucky, KY 1993 *- 1995*

***Network/Desktop Support***

Primarily network and desktop support for campus wide end users. Additionally supported the Digital VAX cluster mainframe environment for remote locations

Timcomm Inc.CA 1985-1993

***Electrical Contractor-PABX/PBX Installation and Repair***

Owner/ Sole Proprietor of small independent electrical contracting and Telco equipment vendor/integration company. Installed and maintained small to medium sized PABX and PBX systems such as MITEL, Siemens, NORTEL and PacBell. Additionally occasional CTI integrations to computer systems

GTE, CA 1982-1985

***Customer Representative /Phone Installation and Repair***

Local Phone company Customer Representative; then promoted to Phone Installation and Repair of residential and small business phone systems

NOAA Department of Commerce, WA 1980-1982

***Navigator***

Navigator of Oceanographic Research Ships located primarily in the Pacific Ocean, Alaska and Northwest water ways of North America

***Education, Credentials, Committees***

**Certified TOGAF 9 Architect** – Open Group *2003*

ITIL ITSM Base Concepts and Methodologies 2003

Project Management Professional Development Program – Kansas City, KS *1999*

Open Group- Architecture Forum and participating contributor to the development of TOGAF 9.0 Current

IEEE Smart Grid 2030 Standards Workgroup Current

IEEE Smart Grid Steering Committee Current

Certified Natural Step Sustainability Framework 2009

**Doctorate of Philosophy** *In-progress*

Arizona State University, Phoenix, Arizona – Human and Social Dimensions of Science and Technology

**Masters of Business Management** *2003*

Bellarmine University, Louisville, KY – Business Management (International Studies)

**Bachelor of Science** *1998*

University of Louisville, Louisville, KY – Business Management (Intrapreneurial Studies)

**Veteran, United States Navy** *1979*

Honorable Discharge, San Diego, CA

**ICT Methodology Education:**

 2006 - SOA Methodologies

 2003 - ITIL ITSM Base Concepts and Methodologies

 2003 - The Open Group Architectural Framework (TOGAF v8.0)

 2009 - The Open Group Architectural Framework (TOGAF v9.0)

 1998 - EAI Methodology

 2005- Architectural Thinking

 2006 - IGS Method, IGS Joint Requirement Definition (JRD) Methodology, IBM Method Blue

***Published Writings and Patents***

**Bilingualism and Business Architecture**

Wu, Mc David, Kostyk.

<http://www-304.ibm.com/jct01005c/university/scholars/skills/ssme/bilingual.pdf>

**ThinkPlace™ case for IBM/MIT Lecture Series**

 Mc David, Kostyk, Wu

<http://74.125.47.132/search?q=cache:y31Lg9yNBLQJ:www-304.ibm.com/jct01005c/university/scholars/skills/ssme/tpcasestudy.pdf+Tim+Kostyk+biligualism&hl=en&ct=clnk&cd=2&gl=us>

 **Designing and Building Technology Enabled Service Systems: Challenges and Lessons Learned**

***Two Case Studies.*** Wu, Mc David, Kostyk

<http://sampson.byu.edu/dsimini/proc/docs//15-8689.pdf>

**Method to improve requirements, design manufacturing, and transportation in mass manufacturing industries through analysis of defect data** United States Patent 7305325 <http://www.freepatentsonline.com/7305325.html>