

Paul M. Hoyt

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Summary: Consultant, author, and speaker with CEO, COO, and CFO experience. Expert at helping business owners (\$0 to \$50 million in revenues) increase revenues, improve profits, and build the market value of their companies. Proven track record of business leadership in professional services, operations, quality assurance, program / project management, relationship management, and product development.

Skill Areas:

- Strategic Planning and Exit Planning
- Professional Services Management
- Program and Project Management
- Capital Engineering
- Capital Raising
- Operations Management
- Product Development
- Sales and Marketing Management
- Quality Assurance
- Customer Service and Account Management

Experience History:

Hoyt Management Group – Denver, Colorado and Palo Alto, California

President and General Manager

June 2001 – Present

Provides Growth Services to Small and Emerging Businesses. Services include interim CEO, COO, and CFO services, Strategic Planning, Financial Modeling, Capital Engineering, Executive Coaching, and Business Planning. Have consulted with hundreds of businesses and trained thousands of business owners, from startups to companies with \$30 million in revenues. Nationally recognized author and speaker.

Mead Consulting Group – Denver, Colorado and Palo Alto, California

Senior Consultant / Regional Director

May 2004 – Present

Provides Planning and Coaching Services to Mid-Market Businesses. Services include Strategic Planning, Financial Modeling, and Executive Coaching. Have consulted with companies with from \$10 to \$30 million in revenues.

Qwest Cyber.Solutions (QCS) – Denver, Colorado

JDS Uniphase (JDSU) Relationship Manager

September 2000 – June 2001

Responsible for all aspects of SAAS service delivery to QCS's largest account. Led the turnaround of the relationship and achieved referenceability in three months. Managed all service issues, facilitated new programs, developed and implemented staffing models, and managed new opportunities through the sales cycle into production. Universally respected by JDSU management, QCS executives, colleagues, and partners alike for customer service, organizational, technical, and relationship management skills.

Director, Quality Assurance

September 2000 – June 2001

Responsible for all aspects of Quality Assurance and Security. Led programs for Quality Responses, Service Improvement Plans, and SAS70 recertification.

Director, Western Region of the Oracle Practice

September 1999 – August 2000

Responsible for all aspects of opportunity pursuit and service delivery in the most successful QCS practice area. Developed foundational pricing models and sales tool kits. Significant contributor to strategic business plans.

Oracle Corporation – Redwood City, California**Program Manager, Oracle Business Online****March 1998 – September 1999**

Developed startup business venture between US West (now Qwest) and Oracle for BOL Application Service Provider initiative. Managed project to benchmark platform-sharing architectures on Sun platforms. Contributed to design of technical hosting and support infrastructure for all BOL customers.

Enterprise Project Manager, US West Account Team**November 1997 – May 1998**

Managed initiatives to improve operational performance and stability of the US WEST Corporate Data Warehouse (CDW), one of the world's largest data warehouses at the time, operating on four IBM/SP platforms totaling 109 nodes and over 5TB of disk. Acting as a management consultant, completed project audits and managed project to benchmark the CDW on a Sequent NUMA-Q platform.

Saxe, Inc. – Englewood, Colorado**Vice President, Professional Services****January 1997 – November 1997**

Responsible for establishing and growing new professional services business unit. Managed implementations of the Saxe Empower Marketing Software. Managed relationships with partner companies, directed channel marketing and channel sales, assisted with new direct sales opportunities, and developed financial models and business plans. Instrumental in the company's reorganization to that of a traditional application software company. Sponsored the re-engineering of the product management process.

EDS, dbINTELLECT Technologies – Golden, Colorado**Director, Data Warehousing Practice****August 1995 – January 1997**

Responsible for sales and delivery of all data warehousing projects. Developed the dbINTELLECT Data Warehousing Project Management Methodology, and worked with EDS senior management and many EDS business units in sales and advisory capacities. Instrumental in successful sales and consulting engagements at Anheuser-Busch, Continental Airlines, General Motors, Total Petroleum, and many others. Responsible for developing partner relationships with Prism Technologies, Compaq Computers, Microsoft, and others. Delivered company-wide live broadcasts on data warehousing and on data mining.

Manager, Consulting Services**January 1995 – August 1995**

Responsible for developing infrastructure of new consulting unit to facilitate rapid growth. Maintained utilization rates of 90%+. Managed service opportunities and provided advisory assistance on many projects.

Senior Principal Consultant**October 1994 – January 1995**

Managed projects with the New York Times and Meredith Publishing.

The ASK Group/INGRES/ Data3 – Dallas, Texas**February 1990 – October 1994**

As **Sales Executive**, spearheaded sales of INGRES products into EDS commercial accounts nationwide. After successfully increasing the pipeline from \$600,000 to \$3.5 million and achieving sales of \$1.1 million, was recognized as the second leading salesperson in North America.

As **Senior Technical Sales Representative** for the EDS account, oversaw demonstrations, presentations, proposals and all other technical aspects of INGRES's product sales. Solidified \$1.5 million in new business and gained expertise in very large client/server systems.

In dual roles as **Manufacturing Consultant** and **Financial Consultant**, provided technical support for Data3 product sales, including demonstrations, presentations, proposals, and post-sales implementation support.

Litton Advanced Circuitry – Springfield, Missouri **January 1985 – February 1990**

As **CIO and ERP Project Manager**, sponsored and managed the complete replacement the company's computing infrastructure. The 13-month project finished on time and under budget, and produced millions of dollars in improvements.

Springfield Data Systems, Springfield, Missouri **1980 – 1984**

President and General Manager. Professional Services, Value Added Reseller.

Chesterfield Cylinder Company, Enid, Oklahoma **1978 – 1980**

IT Manager at a startup manufacturing company.

George E. Failing Company, Enid, Oklahoma **1977 – 1978**

Senior Programmer/Analyst

Central State University – Edmond, Oklahoma **1975 – 1976**

Senior Programmer/Analyst

Phillips University – Enid, Oklahoma **1970 – 1975**

IT Manager, Programmer/Analyst, Lab Instructor

Professional Memberships, Certifications, and Education:

CEOSpace Faculty, teaching Strategic Planning, Alliances and Partnerships, and Implementation Strategies, 2005-2010

Board of Directors, Greenwood Village (Colorado) Chamber of Commerce, 2004-2007

Board of Directors, Southwest Small Business Development Center, Littleton, Colorado, 2004-2005

Coursework in Masters Program in Management Psychology, Regis University, Denver, Colorado, 1997

Certificate in Production and Inventory Management (CPIM), 1992

Certificate in Data Processing (CDP), 1975

Data Processing Management Association (DPMA) past chapter president

Computerworld Editorial Board

B.A., Phillips University, Enid, Oklahoma, 1973

Publications:

Book: *The Foundation Factor – Critical Measurements in Business Strength* (2004)

CD: *Remember – a Simple, Gentle, and Powerful Pathway to Your Magnificent Potential* (2005)
(www.rememberthespirit.com)

Training Manual and Workbook: *The Capital Coaching Program* (2010)
(see www.capitalcoachingprogram.com)

Book: *The Practice of Awakening* (2010)