**Dr. Derek A. De Gannes,**

**Ph.D, MSc, CGEIT, SMC, ICP-ACC, PMP, SAFe, PRINCE II, ITIL V3 FOUNDATION, PROSCI, COBIT 5, CNE**

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**Highlights of Skills and Experience:**

* Over 15 years’ experience in Tertiary/Higher Education in various capacities, including head of technology and operations.
* Over fifteen (15) years’ experience with Digital/Business Transformation initiatives, including guiding strategic planning sessions.
* Over fifteen (15) years’ experience in volunteer work and not-for-profit board functions.
* Over fifteen (15) years’ experience with guiding Organizations through cultural and business transformation changes.
* Expert international trainer to several organizations on topics such as:
	+ Change Management, Project Management, Strategic Leadership, Strategic I.T. Management, Business Analysis.
* Over fifteen (15) years advising Chief Information Officers across Governments and private enterprises.
* Over fifteen (15) experience with overseeing the establishment and governance of Project Management Offices (PMOs), inclusive of Enterprise Risk Management and Benefits Realization.
* Over twenty-five (25) years’ experience in Information Technology and Systems (IT&S)
* Over twenty (20) years’ experience overseeing the implementation and operations of Enterprise Resource Planning (ERP) systems.
* Over twenty-five (25) years’ experience in utilizing project management methodologies such as Waterfall, Agile, and Prince II, along with hybrid approaches.
* Over fifteen (15) years’ experience in advising on benefits realization for major initiatives.
* Experience in several sectors such as Manufacturing, Government (Federal/Municipal/Local), Pharmaceuticals, Telecommunications, Retail, Aviation/Transportation,
* Experience with implementing Internet of Things (IoT) in organizations.
* Over fifteen (15) experience with IT Strategic Planning, Change Management and Project/Program Management
* Over fifteen (15) years’ experience leading and guiding large technology departments to increased efficiency.
* Experience with Cloud technology and operations.
* Tertiary Education Experience – External Examiner with a Caribbean Online Campus: Establishing curriculum content for Graduate students in the Master of Science IT programme, advising lecturers on process and procedures on delivering content, setting policy and procedures for the Online Campus, lead lecturer on IT Management, Business & IT integration, and Project Management courses to graduate students.

**FORMAL EDUCATION:**

1. **Education**

### Doctor of Business Administration (***California Institute of Technology***) – IT Management, Project Management, Organizational Change Management **2012**

### Master of Science Degree (***University of Portsmouth***) **2006**

Strategic Business Information Technology

**Details of Skills and Experience**

1. **University of Alberta July 2023 – present**

**Program Management Consultant (part-time)**

* 1. Lead PM for the Finance and Service Governance streams of Program.
	2. Review/revise and implement a new Chart of Accounts (CoA) operations.
	3. Review/revise and implement a new Service Governance framework for all of the University.
	4. Review current business processes with the aim of identifying areas for improvement.
	5. Review financial reporting processes and functions with aim of increasing efficiency, along with injecting data analytics.
	6. Lead change management process to mitigate organizational impact.
1. **GOVERNMENT OF CANADA sep 19 – MAY 2023**

### **Program Management/Digital Transformation & Technology Consultant/Scrum Master**

* 1. Project lead/Digital Transformation Advisor- Innovation Garage – Advised on Digital Transformation activities, in addition to produce working prototype in an agile environment, where we showcase problem resolution for HR-To-Pay challenges within the complex PeopleSoft HCM 9.1 application implementation/development environment. This involved numerous sub-projects (15 in total), identifying key business challenges, and using technology along with automation to solve critical business issues.
		1. Working on Artificial Intelligence (AI) initiatives that included Machine Learning (ML) and Robotic Process Automation (RPA).
	2. Advises on project management processes and procedures, along with appropriate methodology to assist with establishing a new Project Management Office (PMO) for the Procurement Department of Canada (Governance, budget, processes), along with enterprise risk management and benefits realization.
	3. Advise on current ERP project initiatives in areas of risk management and oversight.
	4. Mentor junior project managers on risk management and mitigation.
	5. Conduct forensic analysis on current ERP environments to identify security risks along with areas for workflow improvements.
	6. Advise the Director General on policies and procedures to ensure effective Governance of IT environments, inclusive of enterprise risk management, process re-engineering and advising on best practices.
	7. Lead Program Manager for HR-To-Pay Projects for the Enterprise & Partnership Services department – part of the Digital Services Branch
		1. All Projects aim at reducing the pay issues in the enterprise HR & payroll system
	8. Leading the onboarding of other departments unto the enterprise payroll system
	9. Helping streamline project management processes within the department.
1. **canadian nuclear laboratories sep 18 – mar 19**

### **Project** **Management/Technology Consultant**

### Led the implementation of Cognos Business Intelligence (BI) System, which Involved the creation of Data Marts, to facilitate the extraction and use of key data elements from several independent systems, for reporting purposes by several business areas (Finance, Project Management Office, Research & Development, Science and Technology).

* 1. Advised on process improvements to increase overall productivity.
	2. Worked with System Integration Partner to ensure accurate data elements were identified for data transfer.

### Oversaw integration of the BI system to prime ERP system (Oracle) and Primavera System (v6)

### Led executive update sessions, keeping an eye on risks and relevant mitigation strategies.

### Implemented project governance to ensure business requirements were reviewed and approved before implemented.

* 1. Managed diverse team of 30.
1. **Government of alberta JUL 17 – JUL 18**

### **Technology and Program Management Consultant**

### Advisor to the Chief Information Officer (CIO) on technology adoption (Internet of Things - IoT), digital transformation, adoption and integration of automation and technology into the organization.

### Led implementation of a Cloud ERP solution

* 1. Advised on business continuity for the province.

### Led the Organization Change Management assessment process across entire organization, in anticipation of ERP implementation.

### Advised on prioritization of projects within a portfolio - Real Estate/Property Management sector.

* 1. Assessed enterprise risk of organization pertaining to technology adoption.

### Managed a team of subject matter experts (finance, HR, asset management, property management, IT)

### Mentored the business analyst on process re-engineering techniques and methodologies.

### Advised on process documentation requirements for key stakeholders and executives.

### Advised on requirements for establishing a PMO.

1. **CITY OF WINNIPEG NOV 16 – jun 17**

### **Senior Program Management Consultant**

### Oversaw the enhancement and upgrade of an ERP environment (PeopleSoft) from version 9.1 to version 9.2 (Finance, Human Resources & Payroll, Asset Management).

### Mentored the business analyst on process re-engineering techniques.

### Advised on process documentation requirements.

### Advised on training and testing approaches suitable for the City of Winnipeg

### Advised on ways to enhance the operations of the PMO.

### Advised on policies and standards to have Change Management embedded within projects.

1. **BC TRANSIT – BRITISH COLUMBIA JAN 16 – NOV 16**

### **Technology Advisor/Senior Program Management Consultant**

### Advisor to the CIO on resource utilization, project tools standardization and best practices, and IoT use across the province, inclusive of health data and analytics.

* 1. Advisor to the CIO on IT Strategic Planning requirements, to align goals and objectives to the organization for a 5-year strategic plan.

### Advised on business continuity for the province.

### Conducted SWOT analysis on IT department and held workshops with the Chief Information Officer (CIO) and advised on findings and recommendations, in line with the organization’s strategic priorities that included risk management, process improvement and best project management methodology for the organization.

### Supervised the creation of the business case for funding and program approval.

### Led the Organization Change Management assessment process initiative to ensure successful technology adoption and system implementation of the ERP system, inclusive of conducting executive/user impact analysis.

### Supervised the creation of the Program Charter, to ensure a comprehensive implementation strategy was achieved and therefore a successful outcome, to the value of $12M.

### Mentored the project manager on requirements gathering in a workshop setting, for the implementation of an enterprise-wide ERP system (JD Edwards – Asset Management and Finance and payroll). ERP system will be accessed and utilized province-wide.

### Led workshops on process re-engineering, and highlighted how the new ERP system will affect the employees’ roles within the company once implemented.

### Led intense contract negotiations to select an ERP implementer.

### Advised client on best long-term use for the ERP system.

### Advised on network and storage architecture design.

### Advised on data cleansing strategies for the ERP Project

### Advised on the project governance structure.

1. **ADJUNCT PROFESSOR (Computer Science & PROJECT MANAGEMENT - university of the west indies ONLINE CAMPUS OCT 17 – present**

### Create content for relevant programs.

### Lectures to graduate students on IT Strategy, Project Management

### Sets exam papers, reviews exams done by students, and mentor them subsequently.

1. **External examiner (Computer Science graduate program)– university of the west indies mar 16 – present**

### Part of governing body that reviews, advises and guides on graduate studies curriculum content.

### Advises on exam marking practices, and exam reviews.

### Reviews exams marked by lecturer, to ensure proper content, marking levels, and ethical standards are met and maintained.

1. **FEDERATED COOPERATIVES – SASKATCHEWAN AUG 15 – DEC 15**

### **Project Management Consultant**

### Led the workshops for gathering of business requirements for an enterprise-wide ERP system (JD Edwards), that included finance and supply services.

### Led workshops on documenting current process workflows in organization.

### Led workshops on process re-engineering, and highlighted how the new ERP system will affect the employees’ roles within the company once implemented.

### Managed vendor relations on behalf of client

### Led the formulation of project process for project governance, that included clearly defined roles and responsibilities.

### Became an avid change agent by establishing change management templates and plans, in conjunction with business stakeholders such as Human Resources and other senior executives.

### Utilized negotiating skills to assist with managing expectations and obtain consensus across portfolio.

### Lead team through planning and execution and removing impediments by proactive risk identification.

### Held regular stakeholder program updates to senior leadership team and project dependent teams, that also included advising on the project schedules, facilitated presentations and formulated communications strategies and plans.

1. **TEVA Pharmaceutical, TORONTO JUN 14 – JUN 15**

### **Technology Consultant/Senior Manager – IT Portfolio**

### Advisor to the CIO on technology adoption and integration

### Acted as a liaison between the business and IT in developing business cases and project charters to quantify and qualify expected business value and outcomes of major project initiatives.

### Advised the CIO on departmental structure for increased efficiency within the service-oriented architecture (SOA) model.

### Led a department size of 40 ***(dispersed across 3 continents)***

### Conducted a business process review on 2 departments to advise on a process re-engineering initiative.

### Led the Organization Change Management assessment process.

### Oversaw a major portfolio of projects that supports the pharmaceutical industry. Focusing on infrastructure upgrade and enhancements, security, business intelligence (BI), quality and compliance, ERP systems (ORACLE eBusiness, including finance) for the enterprise, business continuity (software development) and backup and storage, all of which had aggressive implementation schedules as directed by senior management.

### Oversaw the supporting of an ORACLE ERP (eBusiness) environment (Finance, Human Resources, Projects, Manufacturing, Quality, Procurement), LIMS, CTMS, Commercial applications, Salesforce, CFR Part 11 Document Management solution.

### Led the program management activities including the identification and management of cross project dependencies (6 projects), identification and management of program levels risks, program level status reporting and program level resource management.

### Advised on network and storage architecture.

### Advised on the need for data cleansing and relevant techniques available.

### Project advisor on a major Business Intelligence initiative that interfaced with the Oracle ERP system that included software development, with tight deadlines and shifting priorities utilizing the full project life cycle methodology. BI project was handed over to me mid-stream as former project manager was not successful.

### Mentored business analysts and project managers with more effective project management practices, processes and change management activities, that includes persons across diverse teams, in order to achieve project goals, including oversight.

### Managed two (2) business support managers and five (5) business analysts/project managers, along with an enterprise application architect and security architect.

### Led the implementation of a corporate PMO by:

### Researched IT Portfolio Office best practice in conjunction with the Gartner group

### Assessing requirements for the Canadian PMO

### Analyzed compliance requirements for the PMO, including enterprise IT security.

### Obtain executive ‘buy-in’ for the establishment of a PMO by outlining benefits of a PMO.

### Establish governance framework and required tools to be utilized, that included clearly defined roles and responsibilities.

### Established a formal project management methodology and ensuring it is followed, assigning resources to projects and supporting and assisting PMs in deploying their projects by providing hands-on support and issue escalation as needed.

### Advised on the project schedules, facilitated presentations and formulated communications strategies and plans.

### Implement policies and tools such as templates and other workflows to increase project visibility and improve project and portfolio health across all of North America operations.

### Created framework for Project Financial & Risk Management

### Held mentoring sessions with department’s project managers and business analysts.

### With my strong leadership & interpersonal skills, I was able to work with senior executives to ensure regulated and project compliance across the entire project portfolio.

### Led the drive to set priorities and develop objectives to ensure timely and quality project deliverables across the IT portfolio.

### Led the recruitment drive to hire business analysts and project managers for the organization.

### Communicate regularly and effectively with stakeholders regarding project goals, objectives, deliverables, plans, and status throughout the portfolio of projects.

### Reported on Portfolio health to senior management, inclusive of risks and issues.

### Led team through planning and execution and removing impediments by proactive risk identification.

### Utilized negotiating skills to assist with managing expectations and obtain consensus across portfolio.

### Budget of portfolio was $10M.

### Team size of 45 that included remote team members.

1. **Training and Certifications**

### Lean Six Sigma – Yellow Belt Certified

### Certified – Governance of Enterprise IT (CGEIT)

### SCRUM MASTER CERTIFIED (SMC)

### ICAgile Certified Professional - Agile Coaching

### COBIT 5 trained

### Project Management (trained and certified by IBM)

### Change Management (PROSCI certified)

### Practitioner of PRINCE2

### ITIL V3 Foundation

### Financial Management Information Technology

### e-Government – Strategic Planning and Technical Design

### Certified Novell Engineer (CNE)

1. **Volunteer**
	1. Finance Committee Chair/Corporate Board Secretary – Gymnastics Canada
	2. Past Board Member – Edmonton Triathlon Academy
	3. Past Board President – Capital City Gymnastics Centre