LEON KHAIMOVICH

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OBJECTIVE	Business process design and implementation position in the environment, which provides an opportunity for creating and maintaining an inspiring and effective organization capable of sustainable excellence.

SUMMARY OF SKILLS AND BACKGROUND

Ten years of research in exact and social sciences combined with over 10 years of delivering improved user experience with software and education.

Solid background in modeling physical and social systems allowing fast detection of root causes of problems, discovery of most effective ways to resolve them, and prevention of undesirable side effects.

Tenacious result-oriented problem solver driven by both local and global improvement opportunities.

Selected skills and experience:
- Designed and implemented healthy and effective problem-solving and decision-making networks. It included design and analysis of metrics, statistical process control and failure analysis, training, and creation of online knowledge depositories;
- Strong knowledge of entire software development cycle;
- Led and contributed to numerous product releases;
- Proficient with all types of software testing;
- Experienced and licensed in Life and Health insurance.

SELECTED EXPERIENCE

ADVISOR   7/2013 – present
OEC Island, Felton, CA

Designed an approach for genuine turnaround of unwieldly and wasteful large organizations. For more info please see AJS article.

Helped excellent quickly growing companies to remain inspiring and effective. For more info please see Scaling Excellence article.

SOFTWARE QUALITY ASSURANCE ENGINEER 6/2003 – 8/2019
San Francisco Bay Area, CA

Worked on many challenging software QA projects in a variety of high-tech companies (**Amazon, Riverbed, Graniterock, Cranite, Borland**): testing, automation (C# and Python), setup of testing environments, and improving testing reliability.

DIRECTOR OF RESEARCH AND PLANNING 1/2002 – 6/2003
Ohlone College, Fremont, CA

District-wide responsibility for institutional research in support of planning and decision making. Mining data using SQL, survey research, and employee and process evaluations.

PROCESS DESIGNER AND RELEASE CZAR 9/1999 - 10/2001
Nohau Corporation, Campbell, CA

Before The Agile Manifesto, designed, implemented and managed an agile cross-functional software release process, which resulted in 2x improvement of software quality.

CONSULTANT   5/94 - 6/94 and 5/96 - 6/96
Westinghouse manufacturing facility near Pittsburgh, PA

Supported team efforts to design and implement new business processes for better resolution of problems with software installed at customer sites.

EDUCATION   **Ph.D. IN ORGANIZATIONAL BEHAVIOR**   5/1999
University of Pittsburgh, Pennsylvania

Dissertation title: "Toward a Truly Dynamic Theory of Problem-Solving Group Effectiveness: Cognitive and Emotional Processes During the Root Cause Analysis performed by a Business Process Re-engineering Team"

MS and BS MAGNUM CUM LAUDE
PHYSICS 6/1985
Vilnius University, Vilnius, Lithuania

SELECTED   **"Solving a Problem and Getting Along: Toward the Effective Root**
PUBLICATIONS   **Cause Analysis"**
AND   Invited presentation at the Annual Congress of the American Society for
PRESENTATIONS   Quality, May 4-6, 1998.

LANGUAGES   Russian, Lithuanian, German