


Michael Sutton, *PhD*

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No longer on LinkedIn 

<http://funification.biz> 



My academic successes and corporate executive experiences are applied to the profitable and successful development and delivery of engaging higher education programs, game-based learning environments, and corporate learning, training, & educational programs. Recent video/presentation:

<https://youtu.be/GWNlbjDQViU>

<https://www.slideshare.net/michaeljdsutton/sutton-learning-technologies-conference-2018-london-uk-v1r10>

Skills

- Architecting innovative educational program/ curriculum development, delivery, & management.
- Building learner interaction through focused facilitation methods within traditional, hybrid, experiential, and online course experiences.
- Increasing learner satisfaction, engagement, and commitment to personal discovery, professional development, and experimentation.
- Increasing performance outcomes and building emotional intelligence competencies in learners, staff, and managers.
- Coaching and mentoring learners, peers, faculty, managers, and staff.
- Deploying competency-based course design and assessment.
- Constructing sustainable learning experiences encompassing gamification, serious games, simulations, and immersive learning environments applied to courses in business communications, entrepreneurship, executive development, human resources, knowledge mobilization leadership/ teamship, management, marketing, and organizational behaviour.

Experience

2014 – PRESENT

Chief Gamification Officer/Chief Knowledge Officer / FUNIFICATION, Boise, ID and Int'l Locations

Architected and delivered face-to-face (F-2-F) workshops and online learning experiences encompassing experiential exercises, elearning activities, online and analogue serious games, simulations, role-playing, and immersive virtual environments that increased both workplace and academic engagement, performance, and retention.

- **VISION:** Transform learning into applied, actionable knowledge.
- **CRITICAL MISSION:** Build engagement and retention within the range of generations encompassed by Baby Boomers, Gen X, Y, Z, and Millennials who find themselves hampered by boring and mediocre work spaces or university learning spaces totally devoid of cognitive, emotional, and behavioural engagement.
 - **GOAL (1):** Build capacity for the acquisition of “sticky knowledge” and soft skills in a fun, playful, experiential learning environment.
 - **GOAL (2):** Deploy invigorated learning and knowledge exchange/transfer through games and sims, directly impacting the neuro-receptors of the brain, helping to reinforce new personal behaviour patterns.

2013 – 2020

Adjunct Professor, Dissertation Chair, Dissertation Committee Content Expert, Advisor, & Coach:

- **MBA and DBA Program / Anaheim University, Anaheim, CA**
 - Actively directing a DBA Candidate (Doctorate in Business Administration) as a Dissertation Chair for their doctoral journey an investigation.
 - Leading and supporting DBA learners as a Dissertation Coach embarking upon their coursework for developing the Dissertation Proposal and Literature Review and Professor in Entrepreneurship.
- **Undergraduate Business Program / Northwest Nazarene University, Nampa, ID**
Delivered an experiential entrepreneurship/intrapreneurship undergraduate course framework encompassing the Business Model Canvas™; Design thinking; Game-based design; Gamification Canvas™; Storytelling; and Visualization.
- **DBA Program/Grand Canyon University, Phoenix, AZ**
 - Delivered online DBA (Doctor of Business Administration) courses/modules employing a wide spectrum of online learning strategies.
 - Coached and mentored online DBA learners through the process of developing and receiving approval for their Prospectus, Proposal, Defence, and Dissertation.
- **Doctoral Sustainability Program/Prescott College, Prescott, AZ**
Advised/Coached PhD learner in game-based learning, gamification, game design, simulations, and immersive learning environments.
- **Information Sciences PhD Program/Universidade Estadual Paulista, Marília, São Paulo, Brazil**
Co-chaired the dissertation experience for a PhD candidate who successfully graduated after working with me in the USA and Brazil with the theme of competitive intelligence and knowledge management.
- **Executive MBA Program/Boise State University, Boise, ID**
Designed, developed, and delivered XMBA modules for instructing Business Intelligence, Data Mining, Scenario Planning (Foresight) and Competitive Intelligence. Architected a new Executive Education Business Intelligence Program offering.
- **Information Studies Program/Salt Lake Community College, Salt Lake City, UT**
Designed, developed, and delivered online Knowledge Management (KM) and Competitive Intelligence (CI) course modules: basic, intermediate, and advanced.

2007 – 2016

Associate Professor: MBA, BBA, & Executive Education Programs/Westminster College, Salt Lake City, UT

- Designed, developed, and delivered MBA and BBA courses/modules employing a wide spectrum of learning strategies. Team Advisor, Center for Entrepreneurship, Annual Opportunity Quest Business Plan Competition.
- Designed and delivered Executive Education modules for the Mastering Leadership Certificate Program.

2004 – 2007

Assistant Professor, Coordinator of the KM Concentration: Information Architecture & Knowledge Management: MS Program / Kent State University, Kent, OH

- Architected the KM Curriculum and delivered classroom-based KM courses. Architected a new elearning KM Certificate curriculum for distance education learners.
- Developed a collaborative alliance network of over fifty senior executives throughout Ohio. Advised graduate students on their MS theses and capstone projects.

1969 – 2004

Partner, Teacher, Consultant, PhD Candidate, Entrepreneur, Manager, and Business Executive / Various Enterprises, Community Colleges, Universities, Management and Systems Consulting Firms

Successfully executed a number of teaching, consulting, training, management, and executive roles in various enterprises with P&L responsibility for profitable business units, branch offices, and start-up practice centers in the management consulting, information management, information systems, and information technology sectors.

Education

MAY 2007

PhD / McGill University, Montreal, QC, CANADA, Information School

Dissertation: Examination of the Historical Sensemaking Processes Representing the Development of Knowledge Management Curricula in Universities: Case Studies Associated with an Emergent Discipline.

MAY 1989

BIS / University of Waterloo, Waterloo, ON, CANADA, [Major, Management Sciences],

Thesis: Expert System Model for Assessing Change Management in the Strategic Planning Process.

AWARDS

- Westminster College, Faculty & Staff Peer Award, Gore School of Business - *Excellence in Scholarship*, 2012.
- Kent State University, Assoc. Provost, Faculty Affairs & Curriculum - *Teaching Excellence*, 2004.
- Emerald Publishing chose Dr. Sutton's co-authored book chapter as an *Outstanding Author Contribution Award Winner at the Emerald Literati Network Awards for Excellence 2013*, (see publications section).
- Academy of Management, *Outstanding Conference Reviewer Award* from the Organizational Behavior Division, 2010.

PROFESSIONAL CREDENTIALS

- Business Excellence Institute (Ireland), *Fellow*, 2019.
- Aleas Simulations, Inc., *Certified FLIGBY Consultant* (Leadership Competency Assessment Simulation), 2017.
- Zenger-Folkman, *The Extraordinary Leader, 360-degree Leadership Assessment*, 2014.
- Zenger-Folkman, *The Extraordinary Coach, Coaching Practice Development*, 2014.
- CoachingOurselves, Inc., *Facilitator, CoachingOurselves Professional Development Tools*, 2012.
- American Society for Training and Development, [now ATD], *Master Coach*, 2009.
- Association for Information and Image Management, *Master of Information Technologies*, 1997.
- Institute of Certified Management Consultants of Ontario, *Certified Management Consultant*, 1995.
- Ordre des Administrateur Agréés du Québec, *Administrateur Agréé-“Certified Administrator”*, 1995.
- Canadian Information Processing Society, *Information Systems Professional*, 1990.

Volunteer Engagements

- 2019, 2018, 2017: BEX [Business Excellence Institute] (Ireland), *Judge for the International Business Learning Games Competition*, Lisbon, Portugal.
- 2017: International Serious Play Conference, *Judge for the International Serious Play Awards*, Washington, DC.
- 2016 – 2014: Wayne Brown Institute (VentureCapital.org), *Cooperative Venturing Network® Mentor*, Boise, ID and Salt Lake City, UT
- 2016: Idaho Technology Council/Boise State University, College of Innovation and Design, Boise, ID. *Idaho Entrepreneurship Challenge Competition Judge*.
- 2016-2008: Various Entrepreneurship Start-up Firms and Incubators, Boise, ID, and Salt Lake City, UT, *Coached/Mentored executives and emerging entrepreneurs of start-up enterprises who were seeking ANGEL and Venture Capital funding*.
- 2016, 2015: University of Utah - Sorenson Center for Innovation. *Games4Health Competition Judge*.

Refereed Publications (Highlights)

- Sutton, M.J.D, Carlos Francisco Bitencourt Jorge, C.F.B. (2020). Potential for radical change in Higher Education learning spaces after the pandemic. *Journal of Applied Learning & Teaching*, 3(1), DOI: <https://doi.org/10.37074/jalt.2020.3.1.20>
- Jorge, C. F. B., Valentim, M. L. P., & Sutton, M. J. (2020). Knowledge networks as an innovation strategy in the food industrial: a case study at Danilla Foods. *Informação & Sociedade: Estudos*, 30(2). <https://doi.org/10.22478/ufpb.1809-4783.2020v30n2.52248>
- Sutton, M.J.D., Allen, K. (2019). *Emotify!: The Power of the Human Element in Game-Based Learning, Serious Games and Experiential Education*. NY: EIGAMES LLC.
- Jorge C.F.B., Sutton, M.J.D. (2017). FUNIFICATION 2.0: Knowledge mobilization model for corporate and educational game-based learning, *World Journal of Science, Technology and Sustainable Development*, 14(2/3), [Online].
- Ahmed, A. & Sutton M.J.D. (2017). Gamification, serious games, simulations, and immersive learning environments in knowledge management initiatives, *World Journal of Science, Technology and Sustainable Development*, 14(2/3), [Online].
- Jorge, C. F. B., Sutton, M. J. D. (2016). Games as a strategy in building knowledge management in the context of organizational intelligence. *Perspective in Management and Knowledge*, 6. *Special Issue: Organizational Intelligence and Knowledge Management*, 103-118. (Published in Portuguese)
- Sutton, M. J. D. (2016). *Compilation of Journals: Information Sources for the Topics of Game-Based Learning, Simulations, Serious Games, Gamification, Virtual Reality, and Immersive Learning*. Boise, ID: Funification.biz.
- Sutton, M. J. D. and Hazeri, A. (2012). Using the Wiki as an Experiential Learning Tool to Engage Students in Undergraduate and Graduate University Courses. In C. Wankel and P. Blessinger (Eds.). *Increasing Student Engagement and Retention using Online Learning Activities: Wikis, Blogs and Webquests*. Bingley, UK: Emerald Publishing.
- Sutton, M.J.D., McFarland, C., Sanchez, N., and Vuyovich, J. (January 2012). Using Coaching Ourselves as a Management Development Tool in an Experiential MBA Course: A Case Study in Applying Reflection as a Learning Strategy for Enhancing Engagement, *International Journal of Business, Humanities and Technology*, 2(1).
- Sutton, M.J.D. (2010). Preliminary Research Context for Investigating the Use of Wikis as Knowledge Management Tools to Project Management-based Initiatives. In T.K. Srikantaiah, M.E.D. Koenig, and S. Hawarden (Eds.). *Convergence of Project Management and Knowledge Management*. Lanham, MD: Scarecrow Press.
- Sutton, M. (2009). A Manifesto for the Preservation of Organizational Memory Associated with the Emergence of KM Educational Programs. In J. P. Girard (Ed.), *Building Organizational Memories: Will You Know What You Knew?* Hershey, PA: IGI Global.
- Sutton, M.J.D. (1996). *Document Management for the Enterprise: Principles, Techniques, and Applications*. New York: John Wiley & Sons, (also translated into Russian).

Presentations/Workshops

- Phenomenological Approach to Applying Reflective Journaling to Experiential Learning— From Spiritual Reflection to Game-Based Educational Experiences, University of Essex-Kaplan University Symposium on Alternative Education // Educational Alternatives, September, 2020.
- A Game-Based Learning Initiatives: The Emergent Role of the Transformation Agent, Turkey Gamification Summit, April 2020.
- Dialogues on Funification Frameworks to Approach Gamification and Game-Based Learning. *Shopify Corporate HQ Seminar*, Aug. 2018, Ottawa, Canada.

- Game-Based Learning--Language of the Future for Overcoming Complexity, *Learning Technologies Conference*, Jan-Feb. 2018, London, UK.
- Virtual Reality for Constructing Flow and Flow-based Leadership: The FLIGBY Simulation Experience, *International Business Learning Games Competition Conference*, The Business Excellence Institute [Ireland], Sept. 2017, Lisbon, Portugal.
- The FLIGBY Simulation: Virtual Reality for Building Flow and Flow-based Leadership Competencies, *International Serious Play Conference*, July 2017, Washington, DC.
- Emotional Intelligence, (not Artificial Intelligence) in the Data Sciences, *Indiana University Featured Departmental Seminars*, Bloomington, January 2017
- LinkedIn Bootcamp: Tool for Professional Social Media Management, *Trailhead Boise*, April 2016, Boise, ID.
- Gamification: Serious Games, Simulations, and Immersive Learning Environments for Entrepreneurship Initiatives, *Collabork*, April 2016, Boise, ID.
- Could Serious Games & Simulations Motivate Stakeholder Strategy in Knowledge Management Initiatives, *South African Knowledge Management Summit 2015*, Pretoria, Republic of South Africa.
- Gamification in Knowledge Management Initiatives (Presentation); Serious Games – Knowledge Acquisition, Codification, and Sharing (Workshop), *Knowledge Management Australia 2015 Conference*, Melbourne, Australia
- Marketplace of Ideas: Data & Information Visualization--Usability Engineering for Executives and Launched Mentoring/Coaching Community-of-Practice for SCIP Ambassador Program, *Strategic & Competitive Intelligence Professionals (SCIP) Annual Conference (2015)*, Atlanta, GA.
- Successful Experiential Learning: Blogs and Wikis for Personal Knowledge Management, Knowledge Mobilization, and Entrepreneurship Courses. *2nd Annual Conference 2014 Higher Education Teaching & Learning (HETL)*, Anchorage, AK.
- Faculty Game Facilitator & Funification Motivator, *Texas A&M University*, Nov. 2015, Texarkana, TX and *Mohave Community College*, Nov. 2014, Lake Havasu City, AZ.
- Wikis and blogs as the core technology for increasing classroom engagement in studying Knowledge Management (KM)/Knowledge Mobilization: Two cases. *1st Annual 2013 Conference Higher Education Teaching & Learning (HETL)*, Orlando, FL.