

# MARK PROTUS

[LinkedIn Profile](#) • (206) 963 2174 • [markprotus@gmail.com](mailto:markprotus@gmail.com)

## GLOBAL HEAD OF LEARNING AND DEVELOPMENT

- **Builder:** Results-driven start-up specialist with a history of entrepreneurship, resourcefulness, and a positive “can do” attitude. A unique combination of innovation and thought leadership with strategic, operational, and tactical expertise.
- **Change Agent:** Experience leading multiple large-scale digital transformations and culture changes.
- **Leader:** Authentic servant leader who has built, managed, and inspired multiple high-performance teams.
- **Collaborator:** Enthusiastic partner who builds strong cross-functional working relationships to execute product and process improvements.
- **Geek:** Technical proficiency in launching multiple learning management and content experience platforms.
- **Analyst:** Adept at leveraging data analytics and insights to measure and report the business impact of learning experiences.

## PROFESSIONAL EXPERIENCE

### **DOUBLEVERIFY, Head of Global Learning & Development**

**June 2022 to present**

Leading the L&D organization to democratize learning opportunities globally to help employees build their careers and support DV’s rapid growth and success. Launched an LMS, as well as onboarding, leadership, quarterly skills development, and Sales Academy programs. Creating blended learning experiences with rich data analytics designed to boost time to productivity, increase retention, and measure success throughout all phases of the employee journey.

### **REEF TECHNOLOGY, SVP of Learning & Development**

**Feb 2021 to June 2022**

Led the end-to-end strategy, design, development, and execution of REEF’s Global Learning and Development digital transformation. Reporting to the Chief People Officer, I built a learning platform for multiple audiences. I led an L&D team that executed and scaled learning and career path training across several business applications/roles while promoting a culture of continuous learning.

### **FORTIVE, Director of Learning Experiences**

**2018- 2021**

Launched an LMS and executed a long-term vision and strategy to move from in-person to a blended continuous learning culture (pre & post-pandemic). Created a learning experience scorecard (KPIs) while implementing and scaling learning opportunities, certification programs, and engagement within Fortive and its 400+ global brands.

### **MICROSOFT, Director of Learning**

**1991-2000 & 2011-2018**

- **Director of Modern Learning and Video - Microsoft Office:** Led a high-performing team developing and publishing innovative customer-facing learning and media/video experiences across all Office audiences, devices, and platforms to enhance skills, productivity, adoption, and satisfaction while reducing support costs. Built the Office Training Center (330M monthly unique learners) and created a pre-sales lead generation funnel for MS Office.
- **Director of Learning Platforms - Microsoft Virtual Academy:** Built a team and a digital learning platform (with robust analytics) providing live to on-demand training experiences for millions of Developers, IT professionals, and students.
- **Lead Audience Marketing Manager - Microsoft Learning:** Spearheaded marketing teams to conceptualize, design, and create cutting-edge campaigns supporting key Microsoft learning and technical certification initiatives.
- **Senior/Group Program Manager:** Served as the creator, product designer, and developer for the Microsoft Mastering Series training product line.

### **CONSULTING**

**2000-2011**

- **Protusoft Consulting:** Founded a consulting firm providing business strategy, project planning, and technical/creative/solution GTM management services.
- **Caiman Consulting:** Created a Creative Services practice within an established consulting firm. Business development, billable hours, and people management accountabilities with high-revenue clients (Microsoft, RealNetworks, State of WA).

## EDUCATION

- **MBA Minority Business Executive Program in Business Leadership**, University of Washington
- **Masters in Instructional Technology and Interactive Design**, California State University, Chico
- **Teaching Credential - K12 Education**, San Francisco State University
- **Bachelor of Arts in Media**, California Polytechnic University, Humboldt