

Henry Villar

<https://www.linkedin.com/in/henryvillar>

Experienced and self-motivated leader dedicated to the acceleration of technology, productivity, and leadership through education and enablement and to the scalability and transformation of teams and organizations through growth mindset. Highly technical computer scientist partnered with a military background and a psychological-safety leadership style that supports the ability to deliver strategic complex programs and cross-functional initiatives. Committed to achieving results through drive and collaboration that ensure team, organization, and business success.

PROFESSIONAL EXPERIENCE

Splunk> a Cisco company. San Jose, CA

Senior Director, Global Technical Enablement

12/2020-Present

Collaborating in pursuing Splunk disruptive vision to make machine data accessible, usable and valuable to everyone and delivering the best experience for our customers through Learning, Knowledge and Skills. Responsible for building and executing the Technical Enablement strategy including process and prioritized offering roadmap for Splunk's portfolio of products and solutions. Ensuring the readiness of the Splunk technical field organization, partner and customer ecosystem to be highly successful in their Cloud, Digital and AI transformation journey, and to effectively build their capabilities to deliver business outcomes with Splunk.

- Build and grow a team of Learning Architects, Product Portfolio Managers, Sr. Program Managers, and coordinators from 5 to 20+ members to support the enablement of our 2000+ Splunkers and 2K+ Partners audience.
- Establish end-to-end enablement programs for onboarding, NPI, NFI, NSI product releases and GTM readiness for employees and partners.
- Build skills and capabilities assessments to ensure the ability to activate Partner practices.
- Improve internal and external engagement & operational models for alignment and consistency.
- Strengthen the culture of continuous learning and improvement at Splunk with quarterly training plans.
- Plan, design, implement and execute the annual Tech Summit event for 2000+ participants.
- Establish the strategic FY Enablement plan aligned with the company top initiatives, success measurements and OKR's.

San Francisco State University (SFSU) San Francisco, CA.

Lecturer. Software Engineering Professor, Computer Science Department.

1/2020-Present

VMware, Inc. Palo Alto, CA

Director, Technical Services Enablement

8/2019-12/2020

Responsible for the strategy, vision, and implementation of the field enablement programs for the pre-sales and post-sales audiences. Creating and delivering best-in-class technical learning experiences for the VMware Technical Services organizations, aligned to corporate strategic priorities, and leadership initiatives.

- Lead the transformation of the global Professional Services initiative through enablement for process change and updated roles and responsibilities.
- Designed, built, implemented, and managed the Center for Advanced Learning (CAL) – Advanced Architecture Course and Advanced Customer Engagement offerings, creating Learning Programs targeting top VMware employee's talent (SE, SA, TAM, Consultants, Architects), and Preferred Partners to address specific field requirements, skills gaps and company priorities and vision (On-premises>>Licensing>>Subscription>> SaaS).
- Designed, and implemented the Quarterly Training Plans (QTPs) to ensure continuous learning and updates of VMware technologies in technical roles.
- Lead TechSummit Liaison. Annual event to enable approximately 4,000 VMware technical professionals.
- Responsible for communication, management and tracking results of Technical and Professional Skills Enablement Programs, and general enablement workshops/bootcamps, through newsletters, dashboards, certification metrics, etc.
- Implemented Video Knowledge Share Platform for Technical Audiences. Onboard, manage and develop best practices for use of the vendor platform for "Technical Content Rapid Deployment."
- Worked closely with the curriculum team, BUs and field SMEs for content creation.
- Lead team of Performance Consultant (Enablement Leads), Enablement Operators, Coordinators and Project Manager to provide enablement services to a ~4k audience.

Senior Global Enablement Manager, Global Field and Partner Readiness - Professional Services Center of Excellence

5/2014-7/2019

Drive robust and impactful on-boarding program and learning programs to accelerate speed to productivity for new post-sales technical employees: Professional Services Consultants, Solution Architects, Program/Project Managers, Services Sales and Technical Account Managers. Partner with key geo-based programs leads in identifying requirements on an on-going basis aligned with key business imperatives to establish Go to Market strategies and readiness. Manage a team of professional developers for rapid deployment of sales and technical content. Establish technical learning paths for field readiness, and professional skills training for career development and specializations. Develop mechanisms to report and track learning metrics.

- Established and strengthened stakeholder relationships by building credibility and acting as an education trusted advisor.
- Managed training vendor relations and quarterly budget.
- Collaborated with the core team for the implementation of the VMware TechSummit event to deliver around 116 technical sessions for about 1500 attendees.
- Lead the planning and execution of Advanced Workshops/Bootcamps for PSO practices
- Globalized and Aligned our PSO Enablement Strategy.
- Scaled the global enablement team from 2 to 10, established process and rules of engagements.

NetApp, Inc. Sunnyvale, CA

Global Education Business Partner, Systems Engineering

4/2012-5/2014

Responsible for the execution of several critical activities including defining training strategies and programs, analyzing audience needs and requirements, defining overall curriculum plans and learning maps, and organizing the delivery of training and on-going reporting and communication to achieve defined success metrics. Analyze and establish guidelines to build high-performance technical teams. And manage resources to support the technical pre-sales audience.

- Managed the System Engineering training programs and drove an overall strategy for focused 'audience-aligned' curricula - based on stakeholder needs, market opportunity & business goals.
- Managed relationship with stakeholder communities and served as trusted training advisor.
- Project managed and executed on all learning requirements within NetApp University from content development to delivery.
- Reported KPIs and tracked learning metrics for managers, executive dashboards, and analyzed effectiveness.
- Worked closely with portfolio product managers to align NetApp technologies with the engagement lifecycle model for Systems Engineers.
- Evangelized and marketed education programs and initiatives, through newsletters & communication vehicles

eLearning Production Specialist and Learning Solutions Architect

9/2008-4/2012

Manage and maintain NetApp University inventory of online training content materials. Conduct and/supervise online training content production, deployment and archiving activities. Supervise technical aspects of engagements with online training content vendors. Build learning solutions according with stakeholders' requirements and needs. Consult with NetApp University staff and stakeholders on online training solution appropriateness, feasibility and project planning.

- Created and coordinate with eLearning developers the creation of launchers, Lectora and Flash wrappers for the eLearning content (Brainshark, Altus, VOD's).
- Recommended best online learning technologies to deliver training.
- Administered LMS (Saba) to create, validate and troubleshoot course entries.
- Interacted with Product Portfolio Management, Education Product Development and Learning Systems team members in the NetApp University product development process.

Web Developer, Project Manager

3/2006-9/2008

Develop and maintain NetApp University web site, including graphics and dynamic web pages for learners to interact. Apply look and feel consistency across different targeting audiences.

- Coordinated and managed web development projects.
- Developed and maintain web pages on the intranet for NetApp University using Macromedia Dreamweaver, and NavBuilder Tool, and directly using HTML and CSS.
- Updated internal web pages as requested, posted e-Learning content, courses, webcast, podcast, and maintain informed the customers about the progress of their projects.
- Created graphics for Learning Paths, logos, banners and any related images for product launch using Fireworks or Photoshop.

Intel Corporation. Santa Clara, CA

Systems Administrator

03/2006-03/2007

Responsible to maintain and manage compute servers, file servers, NIS/NFS, DNS, NTFS, and AFS. Evaluate, install, and maintain OS versions for HP, Windows, Linux, and Sun Sparc workstations. Maintain engineering network capacity planning and performance. Maintain UNIX, Linux, and Windows file server system backups, restores, user requested backups, archives and tapeouts. Support NetBatch and Virtual NetBatch application for use by engineering, including cross-site users. Maintain and ensure Remote access for UNIX-based users. Maintain and manage software for engineering workstations to allow Windows connection to UNIX and Linux systems; samba, eXceed. Responsible for network monitoring and support in LABs and connectivity between LABs and production network, including access restriction for LAB. Support Software Solution Group Applications; CVS, PVCS, Software factory, SQL, WEB, etc.

Intuit Inc. Mountain View, CA

Security Data Center Supervisor

9/2001-3/2006

Lead a team of technical and security officers to ensure physical and information security in the data centers, headquarters and global installations of the company. Perform system setups, backups, and Casi Rusco (GE Picture Perfect-Web Browser) software installation. Responsible for administering user accounts, security access to applications and systems. Troubleshoot and support of Security Systems Network. Create Remedy tickets on different software/system problems and assign them to appropriate department. Escalate and follow up system problems to Intuit IT for expedite resolution. Elaborate payroll, investigated safety and security incidents within Data Centers and facility.

United Airlines Inc. San Francisco, CA

Logistic Administrator /IT Support Engineer

8/2000-09/2001

Maintain computer database for storekeepers and mechanics. Managed inventory, classifying and storing. Coordinate with bases and line operations for the transfer of materials and tools. Responsible for ordering all parts for aircraft maintenance via company internal electronic system. Maintain hardware and software upgrades and performed network and workstations troubleshooting tasks as needed.

Mexican Secretary of the Navy – Mexican Federal Government. Mexico

1993-2000

- **Assistant Director of Academics. Naval Academy.** 07/1997-04/2000
Collaborated in the creation of the Mexican Marine School for Navy Officers. Developed Military Academic Programs and served as Senior Level Management advisor, and Military and Technical Instructor delivering over 2800 hours of classroom instruction in Leadership/Management, Civil Engineering, Topography, Defense, Human Relations, Intelligence, Military Science, Mathematics and Quality Assurance.
- **Military Commander Officer. Marine Corps Unit.** 08/1994-06/1997
Senior Level Management: Head and Leader of over 200 personnel, responsible for their training, safety, quality assurance, and operations of National Security. Interfaced with defense contracting team leaders and military units in the modification, training quality assurance, and testing of Ground Defense Systems.
- **Assistant of Survey Landing and Marine Mapping. Hydrographic Department.** 07/1993-07/1994
Conducted hydrographic surveys with positioning systems, topographic instruments and electronics tools on board Navy boats to update nautical charts of the coast of Yucatan peninsula and Gulf of Mexico.

EDUCATION

- Doctor of Philosophy in Psychology (Ph.D.) Student – Developmental Psychology Concentration (2022-Present) - LU
- Master of Science, Computer Science. Computing and Business (2012) - San Francisco State University
- Bachelor of Science, Computer Science & Minor in Mathematics (2006) - San Francisco State University
- Bachelor of Science in Hydrographic Engineering. Valedictorian (1993) - Naval Academy of México

LEADERSHIP & VOLUNTEERING

- Generations-United (Non-Profit) Board of Directors. August 2020 - Present.
- VMware Political Action Committee (PAC) Board of Directors Member. July 2020 – December 2020
- Global co-lead of the Employee Resource Group (ERG) for Latinos@VMware. 2018 – 2020
- Redwood City, CA Community – Stephen Ministry Leader, provide Christian care to people in crisis. 2019-Present
- Redwood City, CA Community – Provide Taekwondo classes to underrepresented elementary and middle school students. 2016-Present