

## James Klaas

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### Summary of Attributes

- Vision and leadership
- Passion for learning and innovation for the learner
- Face-to-Face and Virtual Team building
- Design, deployment and mentoring skills in training and learning transfer
- Creative and persistent in instructional design
- Detailed in international research and evaluations
- Proven technical ability in producing courses and web publishing
- Adaptive solutions working within time, budget and cross-cultural constraints
- Negotiating agreements and conflict resolution
- Multicultural and bilingual (Spanish). Reading, comprehension and basic conversation (French)

### Key Professional Certification and Skills

- Certified Training and Development Professional (CTDP) with the [Canadian Society for Training and Development](#) December 2011

#### Educational technology assessment and design

- Assessing performance needs, curriculum development for face-to-face and internet courses, supporting transfer of learning and evaluating training effectiveness.
- Programme/course and management for community-based education using multi-modal delivery
- Educational research: learner preferences , methods, technology requirements and learner readiness
- Guiding narratives in educational design
- Real time audio and asynchronous web casting
- Training for online moderators and meeting facilitation
- Flash learning tools (Articulate Presenter)
- Real time interpretation (English/Spanish)
- Moodle course hosting and help desk services
- Course design using Desire2Learn and LAMS learning management systems
- Author of *The 1 Minute Learner* <http://www.devedinternational.net/one-minute-learner/> audio blog on learning

#### Programme planning, budgeting, evaluation

- Envisioned, developed and directs on-line institute to train community leaders in leadership development. Active in more than 50 countries and 2400 members.
- Educational platform testing, web design and support
- Vision and strategy development for social learning and networking
- Implementation of diverse courses and workshops in multiple languages

- Supervise and coach staff and volunteers in design , communications, and tutoring
- Volunteer staff motivation, training and management,
- Coaching/mentoring / team building, working with groups from 2 to 200+ people

### **Instructional Design**

- Developer of *eLearner Readiness Assessment*, World Vision International, 2010
- Online instructional designer for
  - for Nutrition Tool Kit World Vision Canada, 2011
  - *Specifier 1 Course*, Construction Specification Canada 2011
  - *Start at Home: Rehabilitation of Stroke Victims Course*, School of Physiotherapy, McMaster University, 2010
  - *Programming PDA's in VCE Basic for Health Surveys*. HealthBridge, IDRC Grant 2009-2011.
  - *Understanding Nutrition and Development Linkages* World Vision International, 2009.
- Designed, wrote and published two courses, ID and HACED, in Spanish with 10 instructional videos and 2 manuals in print, CD and Web formats 1998-2002
- Developed cross-cultural training programme at the *Centro de Capacitación Misionera Transcultural* (CCMT) in Cordoba, Argentina

### **Education**

Masters of Education in Distance Education, Athabasca University, Athabasca AB, 2004

Masters Computer Science, Universidad Blas Pascal Córdoba Argentina, 1990

Course work completed, but no thesis.

Certificate of Proficiency in Spanish: Instituto de Lengua Española, Costa Rica, 1984

B Sc. Agriculture ,University of Guelph, Guelph ON, 1976, major: Crop Science, minor: International Agriculture), graduated with distinction.

### **Employment History**

2007 – present **Learning Technology Specialist and Learning Coach** Dev Ed International Inc Guelph ON  
2004–2007 **Learning Technology Specialist** (PT.) Dynamic Churches International, Calgary AB  
2003–2007 **Pastor of Discipleship** (PT.) Kortright Presbyterian Church, Guelph ON  
1998–2010 **International Director** (PT.) El Instituto de Discipulado  
1995- 1998 **Nacional Director**, El Instituto de Discipulado Argentina  
1983- 1994 **Area Representative**, Navigators of Argentina, Córdoba, Argentina  
1978- 1983 **Area Representative**, Navigators of Canada, Acadia University, NS  
1977 **Interim Soil and Crop Specialist** Nova Scotia Dept. of Agriculture, Kentville, NS

### **Presentations, Courses and Consultancies**

- Judge for 2nd eLearning Global Giveback Lingos 2011.
- Learning Intelligence Workshop, Canada Food Grains Bank, The Navigators of Canada, William Carey International University, 2010.

- Learning to Learn: Learner Readiness for Blended Learning. World Vision International. Zambia, 2009; Fellowship of African Relief, Sudan 2010.
- Development without Dependency, Seminar MissionFest March 2008. Toronto, Canada.
- Designs for low-bandwidth audio-conferencing, IDRC, Third Global Knowledge Conference, Kuala Lumpur, Malaysia, December , 2007
- ITC Research on Cable Programme Assessment, CIDA Grant , World Vision Canada, Tanzania and Democratic Republic of Congo, June/July 2007
- Online Methods for Missionary Training, Seminar, MissionFest, Toronto, Canada. March, 2007
- Using the Arts to Raise Passion for Missions, Seminar, MissionFest, Toronto, Canada. March, 2007
- Guest online expert in demonstrating use of audio room technology with Dr Naveed Malik, Rector Virtual University of Pakistan, World Summit on the Information Society (WSIS),Tunis, Nov 2005
- Guest facilitator for audio room moderating techniques for MDDE 662: Seminar Topics in Evaluating Conferencing Software, with Dr Jon Baggaley, Athabasca University, Fall 2005
- Conference online facilitator, The Intentionally Multicultural Church: A response to North Africa, Barcelona Spain, October 2005
- Audio room provider and administrator for PANdora, Pan Asia Network Distance and Open Resource Access, 2005 to 2007
- Project supervisor for Tyndale Seminary (Toronto) Master of Theological Studies, coaching in design and final evaluation of the integrative seminar, 2005 & 2006

#### **PUBLISHED ARTICLES, POSTERS and SEMINARS:**

Klaas, J. , Berti, P. (2010). Online Training for Direct Data Capture using Mobile Technology in Health Surveys. Oral Presentation. Canadian Conference for Global Health. November 2, 2010, Ottawa Canada.

Berti, P., Siekmans K., Teta, I., Klaas, J., (2010). Health Surveys Using Mobile Computers for Direct Data Capture. Canadian Conference for Global health November 2, 2010, Ottawa Canada.

Roche, M., Klaas, J. (2009). The Andean Nutrition Network for Innovation in Capacity Building in Nutrition. Presentation. International Congress of Nutrition. Oct 4-9 2009 Bangkok, Thailand

Klaas, J., Yiannakis M. (2009). Online Capacity Building for Nutrition Workers: The Passport Narrative for Online Readiness. Poster Global Health Conference, Washington DC, May 26-28,  
<http://www.devedinternational.net/wv/passport/CapacityBuildingNWposterFinalSmall.pdf>

Klaas, J., Roche, M., Timmerman, P. (2008). Carbon Foot-print as Motivator for Web Based Capacity Building in Health and Nutrition. Poster Eco-Health Conference. Mérida Mexico. Dec 1-5. [http://www.devedinternational.net/wv/eco/WVI\\_EcoPoster.pdf](http://www.devedinternational.net/wv/eco/WVI_EcoPoster.pdf)

Baggaley, J., Batchuluun. B., Klaas, J. (2007). The World-Wide Inaccessible Web, Part 2:

Internet routes. International Review of Research in Open & Distance Learning Vol 8, No 2. Retrieved July 14, 2007 from <http://www.irrodl.org/index.php/irrodl/article/view/447/910>

Baggaley, J. & Klaas, J. (2006). Video-conferencing with audio software. International Review of Research in Open & Distance Learning Vol 7, No 1 .Retrieved Oct 4, 2006 <http://www.irrodl.org/index.php/irrodl/article/view/312/492>

Baggaley, J., Klaas, J., Depow, J. & Wark, N. (2005). Optimizing Conferencing Freeware, CADE Communique Issue 50. Retrieved Feb 6, 2006 from: <http://www.irrodl.org/content/v6.2/technote50.html>

Klaas, J. (2003). Best practices in online polling. International Review of Research in Open and Distance Learning Issue 23 Retrieved Feb 6, 2006 from: [http://www.irrodl.org/content/v4.2/technote\\_xxiii.html](http://www.irrodl.org/content/v4.2/technote_xxiii.html)

Klaas, J. & Baggaley, J (2003). Online polling as a collaborative tool. International Review of Research in Open and Distance Learning Issue 22. Retrieved Feb 6, 2006 from: [http://www.irrodl.org/content/v4.2/technote\\_xxii.html](http://www.irrodl.org/content/v4.2/technote_xxii.html)

Baggaley, J., Depow, J. , Klaas, J., & Wark, N..(2003). 100 Collaborative Products and their Uses. International Review of Research in Open and Distance Learning Issue 21. Retrieved Feb 6, 2006 from: [http://www.irrodl.org/content/v4.2/technote\\_xxi.html](http://www.irrodl.org/content/v4.2/technote_xxi.html)

Depow, J., Klaas, J., Wark, N. & Baggaley, J. (2003). Traveling the Globe: I. Issues affecting Canadian participation in online audio conferencing. CADE Communique Issue 2, Retrieved Feb 6, 2006 from: [http://www.cade-aced.ca/old-site-2004/dynamic/en\\_communique\\_article.php3?key=22](http://www.cade-aced.ca/old-site-2004/dynamic/en_communique_article.php3?key=22)

Depow, J., Klaas, J., & Wark, N. (2003). Traveling the Globe: II. Technical issues of on-line audio conferencing in Argentina, CADE Communique Issue 2. Retrieved Feb 6, 2006 from: [http://www.cade-aced.ca/old-site-2004/dynamic/en\\_communique\\_article.php3?key=23](http://www.cade-aced.ca/old-site-2004/dynamic/en_communique_article.php3?key=23)

Depow, J., Klaas, J., & Wark, N. (2003). Internet Audio Products (Update). International Review of Research in Open and Distance Learning Issue 18. Retrieved Feb 6, 2006 from: <http://www.irrodl.org/content/v4.1/tech-xviii.html>