

## James Klaas

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### Summary of Attributes

Vision and leadership,  
Passion for learning and innovation for the learner  
Learning content curator and collaboration consultant  
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 intermediate conversation (French)

### Key Professional Certification and Skills

Certified Training and Development Professional (CTDP) with the [Canadian Society for Training and Development](#) December 2011-2015

### 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  
Program/course and management for community-based education using multi-modal delivery  
Educational research: learner, methods, technology requirements and learner readiness  
Guiding narratives in educational design  
Real time and asynchronous web casting  
Voice-over recording and edition  
Training for online moderators and meeting facilitation  
Learning tools (**Articulate Presenter and Storyline**)  
Real time interpretation (English/Spanish)  
**Moodle** course hosting and help desk services  
Course design using **Desire2Learn** and **LAMS** learning management systems  
Micro-learning design and management for a program of 24,000 users  
Google ad-words and DRIP marketing

### Programme Planning, Budgeting, Evaluation

Envisioned, developed and directs on-line institute to train community leaders in leadership development  
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

Principles of Construction Documentation Course, Construction Specification Canada, 2017  
Accelerating Behavior Change in Nutrition Sensitive Agriculture Course, SPRING (Strengthening Partnerships, Results and Innovations in Nutrition Globally) USAID funded. 2016-2017  
Project Management in the Missionary Enterprise. CCMT, Córdoba, Argentina 2016  
Learning and Leadership for Community Faith-based Organizations, Network Church, 2015  
Developer of international distance courses for World Vision: Reducing Anaemia Course 2014, Reducing Childhood Stunting Course 2013, Reducing Maternal Anaemia 2012, and Reducing Childhood Anaemia course 2011.  
Online instructional designer for Nutrition Tool Kit, World Vision Canada 2011  
*Specifier 1 Course*, Construction Specification Canada 2011  
Developer of *eLearner Readiness Assessment*, World Vision International 2010  
*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 leadership Training 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  
Course work for Masters Computer Science, Universidad Blas Pascal, Córdoba Argentina 1990  
Certificate of Proficiency in Spanish: Instituto de Lengua Española, Costa Rica 1984  
B Sc. Agriculture, University of Guelph, Guelph ON, 1976, Crop Science and International Agriculture, graduated with distinction

## Employment History

2007 – present **Learning Technology Specialist and Learning Coach** Dev Ed Int. 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

Education in the New Millennium, Acapulco, Mexico, Feb. 2016  
Would you like to help mobilize a million workers? Seminar MissionFest, Toronto, Canada, April 2014  
A Fractal Approach to Instructional Design, Seminar MissionFest, Toronto, Canada April 2012  
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  
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  
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:

Yiannakis, M., Tse, C., **Klaas, J.** (2014). Innovations in distance on-the-job mentoring and training. Poster presentation. III World Congress of Public Health Nutrition, UN Standing Committee on Nutrition, 9-12 November 2014, Las Palmas, Gran Canaria, Spain

**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>