

Karl M. Kapp, Ed.D., CFPIM, CIRM, is a consultant, scholar, and expert on the convergence of learning, technology and business operations. His background teaching e-learning classes, knowledge of adult learning theory, and experience training CEOs and front line staff provides him with a unique perspective on organizational learning. His experience with technology companies and high-tech initiatives provides him with insights into the future of technology. He shares those insights and perspectives through writing, consulting and coaching with clients in the field of e-learning.

Dr. Kapp understands how to promote effective e-learning within organizations. He received his Doctorate of Education in Instructional Design at the University of Pittsburgh in Pittsburgh, PA. Dr. Kapp is a full professor of Instructional Technology at Bloomsburg University. He teaches a unique class in which students are formed into “companies,” write a business plan, receive an e-learning Request for Proposal (RFP), respond with a proposal, develop a working prototype, and present their solution to representatives from various corporations.

As a professor of instructional technology, Dr. Kapp was instrumental in forming Bloomsburg’s on-line E-Learning Developer’s Certificate which provides on-line education to instructional designers who want to transition to developing on-line instruction. He is also the lead instructor in Bloomsburg’s Learning Management Systems (LMS) administrator certificate program. He also has taught over a half-a-dozen online learning courses to students all over the world.

As Assistant Director of Bloomsburg University’s internationally acclaimed Institute for Interactive Technologies (IIT), Dr. Kapp helps government, corporate and non-profit organizations leverage learning technologies to positively impact employee productivity and organizational profitability through the effective use of e-learning. He provides advice on e-learning design, learning infrastructures and e-learning technologies.

Dr. Kapp has worked with such client’s as Aetna Healthcare, AT&T, Black and Decker, CIGNA Healthcare, Johnson and Johnson, L’OREAL, Pennsylvania Department of Public Welfare, Sovereign Bank, Toys R Us, the PPL utility company and many other large and small organizations helping them to implement effective e-learning solutions.

He is a frequently sought expert in the e-learning field. He has been interviewed by such magazines as *Software Strategies*, *Knowledge Management*, *Distance Learning* and *TRAINING*. Dr. Kapp has published dozens of articles and business reports on the topics of organizational learning and the impact of e-learning. His two most recent books are *Integrated Learning for ERP Success: A Learning Requirements Planning Approach* (CRC Press) and *Winning E-Learning Proposals: The Art of Development and Delivery* (J. Ross Publishing). Both of which discuss the impact of e-learning on organizations.

Additionally, Dr. Kapp is a noted technologist with a vision toward the future of technology, learning and business operations. He is the software editor for a manufacturing trade journal and is an external evaluator for two Advanced Technology Education (ATE) grants funded by the National Science Foundation (NSF). One of the

ATE projects he evaluates is the National Center for Telecommunications Technology (NCTT). He also sits on the board of several technologies companies. Dr. Kapp is instrumental in the creation of the Bloomsburg Regional Technology Center; a technology-rich restored 1800's mansion in rural Northeast Pennsylvania which is attracting existing technology companies and incubating new ones because of its location and technological amenities.

Dr. Kapp is committed to helping organization's develop a strategic, enterprisewide approach to organizational e-learning. He believes that the effective convergence of learning and technology are the keys to increased productivity and profitability. For further information, visit his web-site at www.karlkapp.com.