TONY ELMORE

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- Business Owner, Entrepreneur, Consultant, Account Executive, and Instructor providing vision and leadership to help companies deliver quality software products on schedule and within budget

- Created consulting company with multi-million dollar revenue and consultants in multiple geographic locations

- Led and Directed geographically diverse agile teams, including off-shore resources, to multiple successful software implementations

- Help organizations embrace emerging technologies to transform into efficient, effective, team-oriented environments which increase quality of products and decrease delivery schedules

- Developing multiple software products deployed to cloud environments across a variety of markets including eCommerce, entertainment, education, and home automation using IoT technology

- Helped Fortune 50 company establish a new development center which has now grown to over 200 people

- Performed hundreds of architectural and code reviews in Java and .NET environments to ensure that delivered software meets company and industry standards, policies, and best practices while mentoring staff to increase overall effectiveness and software craftsmanship

- Trained hundreds of students at various companies in Agile techniques and best practices while relying on years of direct, hands-on experiences in leading and coaching Agile teams to encourage tailoring their Agile implementation for best results

- Strategic, Vision-driven leader with experience motivating individuals across the organization

- Early adopter tendencies with experience to understand the variables that influence success and Return on Investment

PROFESSIONAL EXPERIENCE

New Heights Consulting (owner):   **1999 to Present**
- Currently developing multiple web-based and mobile applications utilizing current technologies including cloud strategies
  - Web and Mobile eCommerce application that is designed for the niche market of handmade products. This application is scheduled for release in Summer 2016. Technology stack is Spring Boot, Thymeleaf, Hibernate, Relational Database, and AWS.
  - Spotify integrated application for mobile devices. Technology stack is Node.js, Jade, No-Sql data store, and IBM BlueMix.

- Home Monitoring application and service using IoT technologies with sensors connected via Rasperry PI devices. Technology stack is Scala and microservices architecture on AWS.
- Web and Mobile application designed for social interaction to obtain feedback on issues important to the end-user. Technology stack is Spring Boot, AngularJS, Relational Database, and AWS.
- Provide consulting services for the following organizations
  - **nTier Training (State Farm Insurance)**
    - Generated over $3M in revenue for nTier as Account Executive by hiring and managing multiple contractors for State Farm
    - Team leader of a SWAT effort that was established to recover a severely late project and the **only external resource** asked to participate in this effort. This effort led to the establishment of a separate unit within State Farm of experienced and highly qualified resources working in small teams to provide quality solutions.
    - Part of the **first team** to facilitate the expansion of State Farm developers into the Phoenix market. Competing against very large consultancies, we were the only company to be awarded long-term contracts for external resources.
    - Team Leader for multiple projects to enhance the Life Quote and Application web-based applications. Utilizing Agile techniques, all of our projects were successfully delivered.
  - **nTier Training**
    - Lead Classroom Instructor specializing in courses for Java, Advanced Object Oriented Development, C-Sharp, Agile / Scrum, Test Driven Development, Agile Testing, HTML / CSS / JSP / Servlets, JavaScript, JQuery, Design Patterns, and J2EE Design Patterns
    - **Development of courseware** for Agile / Scrum, Agile Testing, Test Driven Development for .NET, Design Patterns, Agile & Scrum, JavaScript, JQuery, Selenium, and Hadoop
  - **Vantedge Solutions**
    - Vantedge Solutions is a small company building software for Collision Centers to track customer, vehicle, and repair information
    - Developed a web-based commercial application for Collision Centers that interfaced with the major packages used by the majority of Collision Centers
  - **Illinois Department of Transportation**
    - Provided services as a Senior .NET Architect, Developer and Mentor
    - Worked on IDOTs **first Silverlight application** and helped establish the development standards and patterns (MVVM) for Silverlight applications
    - Developed IDOTs **first Custom Task Pane** for Microsoft Excel that interfaced data points from the data warehouse onto an ESRI map in an Excel spreadsheet
    - Developed products for the different .NET target platforms including an ASP.NET Web Application, a Sharepoint application, and a WinForm Application
    - Developed applications using Microsoft SQL Server and Microsoft Analysis Server
    - Created applications that integrated geo-spatial functionality utilizing the ESRI toolkit
  - **Illinois Department of Human Services**
    - Provided consulting services as **senior technical lead and project manager** for the Department's efforts to rewrite an application that administers many of the State's public assistance programs. This application provided an intake interview, calculated eligibility and benefits, and provided case management functionality
    - Wrote the **first Forte application** for IDHS, the Visitor Information System, which was the first application IDHS ever deployed in the field on PCs.
    - Worked directly with the user community in various locations throughout the state of Illinois gathering requirements, reviewing design, and delivering product demonstrations
    - Reporting **directly to the CIO** of IDHS, this project had a budget over $100M in hardware and software expenses and at one time had over 60 developers on the team
    - Created a **tailored methodology** based on the Unified Process, which we found to be too cumbersome and inefficient. We implemented many techniques that today would be

considered 'Agile', such as time-boxing our deliverables, working on short iterations, pairing up our developers, and having a dedicated product owner

State Farm Insurance   **2004 to 2005**
- A leader in developing the Java Reference Architecture which defined the guidance, standards, and frameworks for all teams to consume when developing Java applications.
- This position required knowledge of Design Patterns, Java, WebSphere, and the **architecturally significant** aspects of J2EE development (logging, persistence, messaging, etc…).

MSF&W   **1994 to 1999**
- Provided consulting services and was the primary **Account Manager** for the Illinois Department of Human Services

Levi, Ray & Shoup, Inc.   **1990 to 1994**
- Provided consulting services and product development for commercial software

Centar   **1990**
- Provided consulting services for Champion International Paper Corp.

Hospital Sisters Health System   **1988 – 1990**
- Sole technical resource supporting Purchasing, Inventory, Accounts Payable, and General Ledger

Federal Kemper Insurance   **1986 - 1988**
- Mainframe and Client-Server based application developer

Grossman and Associates   **1985 - 1986**
- Custom software development for multiple clients across multiple applications

EDUCATION

WESTERN ILLINOIS UNIVERSITY   **PARKLAND COLLEGE**
Bachelor Degree – Quantitative Information Sciences   Associates Degree – Mathematics

PRIMARY TECHNICAL SKILLS

Java	Agile	.NET	HTML	CSS
XML	JSON	Thymeleaf	Spring Boot	JQuery
JavaScript	Bootstrap	PostgreSQL	Git	Subversion
Jenkins	Maven	Scrum	JSP	Spring MVC