

# Michael Sutton, *PhD*

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My academic successes and *corporate hi-tech experiences* were founded upon the application of innovative methods, tools, processes, and systems to entrepreneurial, intrapreneurial, and edupreneurial initiatives. From my youthful beginnings in the prairies of Canada I was driven by a creative urge to design and construct pioneering solutions to compelling problems and challenges.

Over decades of pragmatic practice and proficiency my competencies in EShip (entrepreneurship, intrapreneurship, and edupreneurship) evolved into well-honed intuition, analytical insight, and emotional intelligence. As a lifelong learner, I educated myself continuously and turned multiple failures into subsequent successes. Eventually, as a business coach and mentor, I compelled younger business folks and academics to excel in their work and derive critical satisfaction by transforming their small to medium-sized businesses, corporations, academic environments, high-tech digital workspaces, and public-sector organizations.

My success over 50+ years was achieved through the profitable and successful design, development, and delivery of information technology and systems, engaging and entertaining higher education programs, and corporate training/educational programs. My goal is to instill an entrepreneurial spirit with those I touch with my ideas.

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## Skills

- Business plan development and assessment.
- Business process re-engineering.
- Coaching and mentoring.
- Competency-based design and assessment methods.
- Design thinking.
- Effective brainstorming techniques.
- Executive feedback and development.
- Innovative ideation.
- Knowledge mobilization.
- Leadership and team development.
- Organizational change management and transformation.
- Organizational design and development.
- Pitch deck critique and evaluation.
- Problem definition and scoping.
- Strategic, tactical, and operational planning.
- Sustainable and lifelong learning.
- Talent management interview techniques.
- Vision, mission, and values identification.

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# My Entrepreneurial Journey

## In My Late Teens

A high school chemistry and physics teacher suggested that I embark upon a science project that would require me to focus on mathematics, logic, analytics, and computer programming skills. In the mid-1960s, computer programming was just commencing as a career choice and only taught at university. The project required me to spend many weekends and evenings designing and developing the underlying mathematical formulae and computer programming techniques in FORTRAN II for the data set.

I contacted the President of the local chapter of Junior Achievement (JA), who happened to be the IBM Preventative Maintenance engineer at a local utility company. I convinced him that my project was innovative and should be supported by JA, He invited me to use the IBM 360/40 mainframe during non-business hours (usually between 11:30pm and 4:00am).

Eventually, by the time I graduated from high school, I delivered a scientific paper at an august annual conference of scientists on the *Three-Dimensional Probability Contour Calculations of the Ce<sup>3+</sup> Ion and Trivalent Lanthanides Series of Elements*. This was the first instance where previously unknown eigenvalues for these atomic elements had been calculated.

## Breakthrough Jobs Early in My Career

### 1970s

#### *Hudson's Bay Company, Winnipeg Manitoba*

Based upon my newly acquired computer skills, I convinced the data processing manager of the Hudson's Bay Company's (HBC) Central Region Computer Centre to hire me to staff the midnight shift as a computer operator. As some of my friends would say, I had acquired the "gift of gab." The data center was just beginning to deploy new Direct-Access Storage Devices memory on its mainframe to replace magnetic tape. While working at the HBC, I progressed from computer operator to systems programmer, then computer programmer, and eventually to analyst programmer, all through self-education on my own time and practice.

HBC implemented the first application of computerized POS (Point of Sale) terminals in Canada to replace cash registers and facilitate the bar code scanning of inventory. I spent many nights rewriting COBOL, RPG, and Assembler computer programs to track inventory and provide information to buyers for advanced ordering of seasonal stock. HBC was one of the first beta sites for IBM to implement in Canada a new, advanced programming language, PL/I.

Thirty years later I would receive a call from the Director of Corporate Information Systems at HBC, asking me if I was interested in remediating code for their systems during the Year 2000 debacle. Apparently, he had tracked down where I had relocated and indicated that hundreds of programs with my name as the author had been operating with minimal maintenance for decades. I politely refused his offer, since I had much more interesting projects underway.

#### *SONY General Distributors, Winnipeg Manitoba*

I eventually tired of retail information systems and wanted to learn more about logistics and distribution systems, so I joined a family run business, which at that time, had the franchise for importing SONY

equipment into Canada, as well as running a large number of budget retail outlets (similar to the current USA Dollar Store franchises) in small towns throughout the country.

At this firm I was hired as the youngest assistant data processing manager in the province. I managed a very pristine application of the new IBM S/3, which included the famous 96-column square input card. I supervised a team of three RPG II programmers and a unit of 25 data entry operators. I soon felt I had learned all I could about the business applications of computing technology and became interested in more esoteric applications, such as text/document search and retrieval.

### *University of Guelph Library, Guelph, Ontario*

I was trying to discover newer and more unique applications of information systems. I often checked out the back issues of academic and research journals at local university libraries for trends and new markets for IT/IS. I noticed some articles mentioning the IBM text search and retrieval system called STAIRS (Storage and Information Retrieval System). Non-data processing systems like this were beginning to emerge in research and development environments, where variable text data was stored in records in addition to fixed metadata fields. I was hooked by these articles and knew my next steps in the IT/IS field would be text-based.

Subsequently, I stumbled across an advertisement in the *Toronto Globe & Mail* newspaper (not unlike the *New York Times*) describing a new position at the University of Guelph Library. The library was undertaking a number of innovative initiatives to create and disseminate CD-ROMs containing computer generated indices of information that had been stored on microfiche and microfilm. The library moved off the IBM mainframe and acquired its own minicomputer, a GEAC 8000 from an IT startup company in Markham, Ontario. This mini-computer was designed specifically for Library Management System software. I recollect working late nights constructing complex, machine language-level telecommunications routines to allow the terminals to accept, retrieve, and store bar coded data on both borrowers and books.

### *Personal Start Up in Victoria, British Columbia*

I was realizing that startups and consultants could earn significant revenue and control their own destinies if their product or service could prove to be a solution for a significant information or business problem. A change of government in British Columbia suggested to me I might be able to find opportunities for consulting in Victoria, BC, so I moved there from Ontario without a job in hand. A number of university libraries both on the island and the mainland were automating their information holdings, so I felt confident that my skill set could locate somewhere to land and build a business where I would be the founder and proprietor.

Alas, I was wrong on a number of levels and failed miserably. The new provincial Social Credit party laid off most consultants and contract staff. No one wanted to overturn the momentum put in place by the new political party to trim expenses. No matter where I turned to try and convince a client they needed me, no one was hiring. I was running out of money very fast and needed to survive. I began to apply for international jobs and received an invitation for an interview from the IDRC (International Development Research Centre). I was hired just as I was depleting my soon to be non-existent savings.

## **Foundational Jobs in My Mid-Career**

### ***Late 1970s-Early 1980s***

#### ***IDRC (International Development Research Centre), Ottawa, Ontario***

The mission of IDRC was to setup international document/information centers all over the world where Canada wished to support developing countries in building text/document-based information retrieval systems. IDRC also worked in partnership with USAID (US Agency for International Development), CIDA (Canadian International Development Agency), and a wide range of UN agencies. Its vision was to integrate a text search and retrieval tool called ISIS (Integrated Set of Information Systems) into the library and document management processes of information centres, where mainframes were used in developing countries. ISIS was developed by the ILO (International Labour Organization) in Geneva; and maintained and disseminated by UNESCO in Paris. [This is not the ISIS that many of us may be familiar with today!]

Representative clients included: World Food Programme (WFP); Food and Agricultural (FAO) Programme of the UN; International Atomic Energy Agency (IAEA); International Federation for Agricultural Development (IFAD); and UNESCO.

#### ***Sutton & Associates, Ottawa, Ontario***

Based upon the development, support, and maintenance of clients using ISIS in the Canadian National Capital Region, I founded a systems consulting business. ISIS was run as a timeshare application at a local IT service bureau, requiring my IBM 370 Assembler language skills to execute very complicated text search and retrieval database management systems. This experience tested a wide range of my competencies in customer support, billing and payment collection, leadership, and collaborative team building. All this I accomplished with a mere high school diploma.

### ***Mid-to-Late 1980s***

#### ***Systemhouse, Intl., Ottawa, Ontario***

Based upon my acquired ISIS software skills, I was hired to support a new MINISIS consulting business unit supporting the application of the ISIS software on HP 3000 minicomputers throughout North America. I was also involved in the design and development of distributed WANG/OIS document management systems as early prototypes of Office Automation Systems (OAS), where programming was accomplished through numerous languages: COBOL 74, BASIC, and SPEED II. At that time OAS was a bleeding-edge application of mini-computers in office environments and was a precursor to the microcomputer revolution.

Representative clients included: Canadian Centre for Occupational Health and Safety; Canadian Institute for Science Technology and Information; Canadian Law Information Council; U.S. Agency for International Development [USAID], (Washington, D.C.); Public Archives of Canada; Canadian Centre for Occupational Health and Safety; Canada Council on Social Development; Sport Information Resource Centre; Social Science Federation of Canada; Canadian Employment and Immigration Commission; UN Headquarters (NYC); National Museums of Canada; and Data Clearinghouse for the Social Sciences.

#### ***Law Firm of Osler, Hoskin & Harcourt, Toronto, Ontario***

I was asked to establish a new business unit within the law firm to manage all legal information resources and administrative systems on DataGeneral mainframes supporting more than 300 lawyers, paralegals, and support staff. It was one of the largest DG installations in the country and one of the first applications of automated information resources management, document management, and client-

matter records management in Canada, including online case-law access in the law library. I served as in the role of a CIO.

## **Entrepreneurial and Intrapreneurial Roles Mid-Career**

### **1990s**

#### ***Flynn, McNeil, Raheb & Associates Ltd., Toronto & Ottawa, Ontario***

We delivered management and information systems consulting services to provincial and private sector clients in Toronto, while pioneering a new branch in Ottawa. Once I achieved the role of Managing Principal in the National Capital Region (Ottawa), I built a consulting group and delivered solution services to private sector clients, and numerous public sector clients in the Government of Canada.

Representative clients included: Continental Can of Canada Ltd.; JetForm Corp.; Natural Sciences and Engineering Research Council of Canada; Ontario Hydro; Seneca College; (Communication Arts); The Institute for Advanced Technology; Royal Bank of Canada Dominion Securities; Hercules Canada Inc.; and Linotype Canada; and Supply and Services Canada. During my tenure with FMR, I completed the necessary courses to graduate with my bachelor's degree from the University of Waterloo through a Bachelor's Thesis on the topic of *Artificial Intelligence and Expert Systems in Corporate Strategic Planning*. At 33 years of age, I finally had achieved my credentialing as a university graduate.

#### ***Microstar Software Ltd. & Nutat Technologies Inc., Ottawa, Ontario***

Responsible for P&L in establishing and directing a start-up Document Engineering Practice and directed consulting teams and projects in the application of SGML (Standard Generalized Markup Language) at national and international clients, while co-authoring a Document Engineering Methodology. I delivered courses on the topics of document engineering and SGML, while representing Canada on a number of international standards committees:

- ISO 11730 -- Forms Interface Management System (Electronic Forms);
- ISO 8879 -- Standard Generalized Markup Language (SGML);
- Open Document Management API (ODMA) Specification Group of AIIM (Association for information and Image Management); and
- Document Management Alliance (DMA) Specification Group of AIIM.

Representative clients included: Canada Communications Group; Employment and Immigration Canada; Organization of American States--Inter-American Commission of Women, (Washington, D.C.); and Social Sciences and Humanities Research Council of Canada.

#### ***Flaman Management Partners Ltd., Ottawa, Ontario***

Hired as a Partner responsible for clients attempting to build and maintain Institutional/Corporate Memories in the public sector. Authored my first book: *Document Management for the Enterprise: Principles, Techniques, and Applications*, 1995, Wiley Publishers, (also translated into Russian). Seconded into a public sector agency for 2 years to lead the re-engineering of all intelligence and administrative systems requiring document and records management solutions. Provided training and instruction in a wide range of information systems, file management systems, and document management applications.

Representative clients included: Solicitor General of Canada; International Development Law Institute (IDLI), Rome; Canadian International Development Agency (CIDA); Department of Foreign Affairs and International Trade; Atomic Energy Control Board; Atomic Energy of Canada Ltd.; United Nations Department of Humanitarian Affairs, (UNDHA), Geneva; Agricultural and AgriFood Canada; Organization of American States (OAS), Inter-American Commission of Women (CIM); JetForm Corporation; Canadian

Security Intelligences Services; Communication Security Establishment; Canada Communications Group; Supply and Services Canada Year 2000 Initiative; and Supply and Services Canada Departmental Library.

## **2000s**

### ***COVANSYS Inc., Seattle, WA, USA/Montréal, Quebec***

Hired to reinvigorate and expand the firm's West Coast business consulting practices and build a new Business Process Engineering Practice in Montreal that expanded to domestic and international clients in Europe. Designed and delivered corporate training courses in document management and information systems applications.

Representative clients included: Microsoft Corp; SAFECO Insurance; International Air Transport Association (IATA), Montreal and Geneva; Weyerhaeuser Wood Products Company; National Bank of Canada; and Frank Russell Company (Russell Investments).

## **Edupreneurial Roles Late in My Career**

### ***Early 2000s to Mid-2000s***

#### ***McGill University, Montreal, Quebec***

Invited into the academy (without a master's degree) to pursue the first, focused Canadian PhD in Knowledge Management. During my full-time academic work at university, I continued part-time my consulting practice in order to support my advanced degree effort, which was self-funded. I was too old (50+) to qualify for student loans, grants, and fellowships. During these years, I published a wide-range of Knowledge Management articles and conference papers.

#### ***Kent State University, Kent, OH***

Based upon the investigation of university-driven Knowledge Management (KM) educational programs undertaken for my doctoral dissertation, I was asked to establish, design, develop, and deploy a unique program of KM courses as a critical component of a multi-disciplinary master's degree offering.

I architected the KM Curriculum and delivered courses: Information Technologies for Management, Organizational Knowledge Management, Organizational Memory Management, Foundational Principles of Knowledge Management, and Qualitative Research Methods for Knowledge Management. I architected a new elearning KM Certificate curriculum for distance education learners; developed a collaborative alliance network of over fifty senior business executives throughout Ohio; established an active Business Advisory Council to provide advice on the KM program; and taught and advised graduate students on their Master of Science theses and capstone projects.

### ***Late 2000s to Mid-2010s***

#### ***Westminster College, Gore Business School, Salt Lake City, UT***

Designed, developed, and delivered MBA and BBA courses/modules employing a wide spectrum of learning strategies: competency-based assessment, experiential learning, traditional team-based classrooms with live cases, blogging and wikis, online/hybrid techniques, and project-based instructional method. The courses were: Coaching & Mentoring, Entrepreneurship, Principles of Management, Executive Leadership and Development, Marketing and Social Media Marketing, Organizational Analysis & Design, Knowledge Management, Managing People, Non-Profit Management, and Strategy. I coached/mentored learners (mid-career professionals/executives) in the BBA & MBA degree programs.

I developed a Faculty Coach-the-Coaches Program for faculty in the Division of New Learning to provide a unique style of mentoring support for undergraduate and graduate business students. As a lead faculty



in the Center for Entrepreneurship, I delivered a full spectrum of courses, seminars, and coaching/mentoring to support student entrepreneurship competitions, executive leadership, and professional development. We engaged local entrepreneurs and executives as guest speakers in business school courses. I designed and delivered the modules of the Executive Education Division's Mastering Leadership Certificate Program (MLCP). Finally, I designed and developed a wiki-based platform for the dissemination and delivery of the remote, online, distance-based BBA and MBA programs.

***Salt Lake Community College, Continuing Education Div., Salt Lake City, UT***

Designed, developed, and delivered online Knowledge Management (KM) and Competitive Intelligence (CI) course modules: basic, intermediate, and advanced.

***Boise State University, College of Business and Economics, Executive MBA (XMBA) Program, Boise, ID***

Designed, developed, and delivered XMBA modules on Business Intelligence, Data Mining, Scenario Planning (Foresight), and Competitive Intelligence. Architected a new Executive Education Business Intelligence Program offering.

***Various Entrepreneurship, Start-up Firms and Incubators, Boise, ID, and Salt Lake City, UT***

Coached/Mentored executives and emerging entrepreneurs of start-up enterprises who were seeking ANGEL and Venture Capital funding:

- Wayne Brown Institute (VentureCapital.org), Cooperative Venturing Network® Mentor, Boise, ID and Salt Lake City, UT.
- Idaho Technology Council/Boise State University, College of Innovation and Design, Boise, ID.
- Idaho Entrepreneurship Challenge Competition Judge, Coach at Trailhead, Boise Startup Grind, and Boise State University Venture College.
- Westminster College, Center for Entrepreneurship, Salt Lake City, UT.
- University of Utah - Sorenson Center for Innovation. Games4Health Competition Judge.

University of Utah, Salt Lake City, UT: Knowledge Mobilization Initiative Advisor: Supported the Faculty of Health Informatics in conjunction with the University of Utah Hospital, Pharmaceutical College, and the Health and Medical Colleges.

Mohave Community College, Lake Havasu City, AZ: Workshop Facilitator/Instructor, Academic Programs and Student Support Services. Designed, developed, and delivered a Gamification in the Classroom Boot Camp to 40 faculty members and student support staff. This included a range of learning strategies: from simulations to classroom-based serious card & board games. The faculty and staff acquired familiarity in specific student-centric learning outcomes associated with leadership, teamship, followship, communityship, oral and verbal communication skills, critical thinking, problem-solving, and design theory.

### **Mid-2010s to Early 2020s**

*Grand Canyon University, DBA Program, Phoenix, AZ*

*Universidade Estadual Paulista, Information Sciences PhD Program, Marília, São Paulo, Brazil*

*Anaheim University, MBA (Entrepreneurship) & DBA Programs, Anaheim, CA*

*Prescott College, Doctoral Sustainability Program, Prescott, AZ*

Provided direction and support to doctoral and MBA learners as a Dissertation Chair, Dissertation Committee Content Expert, Dissertation Coach, and Adjunct Professor. Coached lifelong learners to improve research and writing skills in order to achieve their theses and dissertations.

*FUNIFICATION, Chief Game-Based Learning Officer/Chief Knowledge Officer, Editor, Boise, ID, Livingston, TX, and Apache Junction, AZ*

Architected and delivered face-to-face (f-2-f), online learning experiences and workshops encompassing experiential exercises, elearning, online and analogue serious games, simulations, and immersive virtual environments that increase both workplace and academic engagement, performance, and retention.

Invited to be a Judge over multiple years for the:

- International Business Learning Games Competition in Lisbon, Portugal, sponsored by BEX [Business Excellence Institute] of Ireland.
- International Serious Play Awards in Washington, DC, (International Serious Play Conference).

Provided editing services as a developmental editor, copy editor, line editor, and proofreader to first time professional authors creating trade monographs, blogs, and academic journal articles.

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## **Education**

MAY 2007

**PhD / McGill University, Montreal, QC, CANADA, Information School**

**Dissertation:** Examination of the Historical Sensemaking Processes Representing the Development of Knowledge Management Curricula in Universities: Case Studies Associated with an Emergent Discipline.

MAY 1989

**BIS / University of Waterloo, Waterloo, ON, CANADA, [Major, Management Sciences],**

**Thesis:** Expert System Model for Assessing Change Management in the Strategic Planning Process.

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## **AWARDS**

Westminster College, Faculty & Staff Peer Award, Gore School of Business - *Excellence in Scholarship*, 2012.

Kent State University, Assoc. Provost, Faculty Affairs & Curriculum - *Teaching Excellence*, 2004.

Emerald Publishing chose Dr. Sutton's co-authored book chapter as an *Outstanding Author Contribution Award Winner at the Emerald Literati Network Awards for Excellence 2013*, (see publications section).

Academy of Management, *Outstanding Conference Reviewer Award* from the Organizational Behavior Division, 2010.



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## PROFESSIONAL CREDENTIALS

- Harvard Business Review, *Advisory Council Member*, 2010-Present.
- Business Excellence Institute (Ireland), *Fellow*, 2019.
- Aleas Simulations, Inc., *Certified FLIGBY Consultant* (Leadership Competency Assessment Simulation), 2017.
- Zenger-Folkman, *The Extraordinary Leader, 360-degree Leadership Assessment*, 2014.
- Zenger-Folkman, *The Extraordinary Coach, Coaching Practice Development*, 2014.
- CoachingOurselves, Inc., *Facilitator, CoachingOurselves Professional Development Tools*, 2012.
- American Society for Training and Development, [now ATD], *Master Coach*, 2009.
- Association for Information and Image Management, *Master of Information Technologies*, 1997.
- Institute of Certified Management Consultants of Ontario, *Certified Management Consultant*, 1995.
- Ordre des Administrateur Agréés du Québec, *Administrateur Agréé-“Certified Administrator”*, 1995.

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## Volunteer Engagements

- 2021-Present: AZ Commerce Authority: Virtual Accelerator Program, Venture Ready Program, and AZ Innovation Challenge, *Judge, Mentor, and Advisor*.
- 2021-2022: Entrepreneurship Center of the W. P. Carey School of Business at the University of Arizona, *Undergraduate Entrepreneur Coach*.
- 2021: Rio Salado Community College, *Business Advisory Council Member*.
- 2021: Superintendent's Advisory Board of Central Arizona Valley Institute of Technology (CAVIT) School District, *Curriculum Advisory Board Member*.
- 2021: Pinal County Economic Development/ARIZONA@WORK, *Citizen/Community Participant*.
- 2019, 2018, 2017: BEX [Business Excellence Institute] (Ireland), *Judge for the International Business Learning Games Competition*, Lisbon, Portugal.
- 2017: International Serious Play Conference, *Judge for the International Serious Play Awards*, Washington, DC.
- 2016 – 2014: Wayne Brown Institute (VentureCapital.org), *Cooperative Venturing Network® Mentor*, Boise, ID and Salt Lake City, UT
- 2016: Idaho Technology Council/Boise State University, College of Innovation and Design, Boise, ID. *Idaho Entrepreneurship Challenge Competition Judge*.
- 2016-2008: Various Entrepreneurship Start-up Firms and Incubators, Boise, ID, and Salt Lake City, UT, *Coached/Mentored executives and emerging entrepreneurs of start-up enterprises who were seeking ANGEL and Venture Capital funding*.
- 2015, 2016: University of Utah - Sorenson Center for Innovation. *Games4Health Competition Judge*.

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## Refereed Publications (Highlights)

- Jorge, C. F. B., de Camargo Ferraz Machado, J. G., Menegassi, C. H. M., da Silva Stecca, R., & Sutton, M. J. (2022). Influential Aspects of Knowledge Sharing in the Context of a Marketplace Platform During the COVID-19 Pandemic: A Brazilian Case Study. *International Journal of Innovation and Technology Management*, 2250022. <https://doi.org/10.1142/S0219877022500225>.
- Lang, S., Sutton, M.J.D. (2022). Internal–External Leadership Model in the Post-COVID-19, Digital VUCA World. In: K. Dhiman, S., F. Marques, J. (eds) *Leadership after COVID-19. Future of Business and Finance*. Springer, Cham. [https://doi.org/10.1007/978-3-030-84867-5\\_27](https://doi.org/10.1007/978-3-030-84867-5_27).
- Jorge, C. F. B., Valentim, M. L. P., Sutton, M. J., & De Sordi, J. O. (2021). Complexity and knowledge in organisational context: concepts, approaches, boundaries and relations. *Journal of Information & Knowledge Management*, 20(04), 2150041, <https://doi.org/10.1142/S0219649221500416>.
- Sutton, M. J., & Jorge, C. F. B. (2021). Phenomenological approach to applying reflective journaling to experiential learning. *Journal of Applied Learning and Teaching*, 4(Sp. Iss. 1). DOI: <https://doi.org/10.37074/jalt.2021.4.s1.2>
- Sutton, M.J.D, Jorge, C.F.B. (2020). Potential for radical change in Higher Education learning spaces after the pandemic. *Journal of Applied Learning & Teaching*, 3(1), DOI: <https://doi.org/10.37074/jalt.2020.3.1.20>
- Jorge, C. F. B., Valentim, M. L. P., & Sutton, M. J. (2020). Knowledge networks as an innovation strategy in the food industrial: a case study at Danilla Foods. *Informação & Sociedade: Estudos*, 30(2). <https://doi.org/10.22478/ufpb.1809-4783.2020v30n2.52248>
- Sutton, M.J.D., Allen, K. (2019). *Emotify!: The Power of the Human Element in Game-Based Learning, Serious Games and Experiential Education*. NY: EIGAMES LLC. [https://www.amazon.com/Emotify-Game-Based-Learning-Experiential-Education/dp/1704604680/ref=sr\\_1\\_1?dchild=1&keywords=sutton+emotify&qid=1611516681&s=books&sr=1-1](https://www.amazon.com/Emotify-Game-Based-Learning-Experiential-Education/dp/1704604680/ref=sr_1_1?dchild=1&keywords=sutton+emotify&qid=1611516681&s=books&sr=1-1).
- Jorge C.F.B., Sutton, M.J.D. (2017). FUNIFICATION 2.0: Knowledge mobilization model for corporate and educational game-based learning, *World Journal of Science, Technology and Sustainable Development*, 14(2/3), 84-110. <https://doi.org/10.1108/WJSTSD-11-2016-0060>.
- Ahmed, A. & Sutton M.J.D. (2017). Gamification, serious games, simulations, and immersive learning environments in knowledge management initiatives, *World Journal of Science, Technology and Sustainable Development*, 14(2/3), 78-83. <https://doi.org/10.1108/WJSTSD-02-2017-0005>.
- Jorge, C. F. B., Sutton, M. J. D. (2016). Games as a strategy in building knowledge management in the context of organizational intelligence. *Perspective in Management and Knowledge*, 6. *Special Issue: Organizational Intelligence and Knowledge Management*, 103-118. (Published in Portuguese)
- Sutton, M.J.D. and Hazeri, A. (2012), Using the Wiki as an Experiential Learning Tool to Engage Students in Undergraduate and Graduate University Courses. In C. Wankel, and P. Blessinger, P. (Ed.), *Increasing Student Engagement and Retention Using Online Learning Activities (Cutting-Edge Technologies in Higher Education, Vol. 6 Part A)*. Bingley, UK: Emerald Group Publishing Limited, 195-225. [https://doi.org/10.1108/S2044-9968\(2012\)000006A010](https://doi.org/10.1108/S2044-9968(2012)000006A010).
- Sutton, M.J.D., McFarland, C., Sanchez, N., and Vuyovich, J. (January 2012). Using Coaching Ourselves as a Management Development Tool in an Experiential MBA Course: A Case Study in Applying Reflection as a Learning Strategy for Enhancing Engagement, *International Journal of Business, Humanities and Technology*, 2(1). [https://www.ijbhtnet.com/journals/Vol\\_2\\_No\\_1\\_January\\_2012/2.pdf](https://www.ijbhtnet.com/journals/Vol_2_No_1_January_2012/2.pdf).
- Sutton, M.J.D. (2010). Preliminary Research Context for Investigating the Use of Wikis as Knowledge Management Tools to Project Management-based Initiatives. In T.K. Srikantaiah, M.E.D. Koenig, and S. Hawarden (Eds.). *Convergence of Project Management and Knowledge Management*. Lanham, MD: Scarecrow Press. [https://www.academia.edu/43640969/Convergence\\_of\\_Project\\_Management\\_and\\_Knowledge\\_Management](https://www.academia.edu/43640969/Convergence_of_Project_Management_and_Knowledge_Management).

- Sutton, M. (2009). A Manifesto for the Preservation of Organizational Memory Associated with the Emergence of KM Educational Programs. In J. P. Girard (Ed.), *Building Organizational Memories: Will You Know What You Knew?* Hershey, PA: IGI Global.  
[https://www.academia.edu/43640971/Building\\_Organizational\\_Memories\\_Will\\_You\\_Know\\_What\\_You\\_Knew](https://www.academia.edu/43640971/Building_Organizational_Memories_Will_You_Know_What_You_Knew).
- Sutton, M.J.D. (1996). *Document Management for the Enterprise: Principles, Techniques, and Applications*. New York: John Wiley & Sons, (also translated into Russian). [https://www.amazon.com/Document-Management-Enterprise-Principles-Applications/dp/0471147192/ref=sr\\_1\\_2?dchild=1&keywords=sutton+%22document+management%22&qid=1611516613&s=books&sr=1-2](https://www.amazon.com/Document-Management-Enterprise-Principles-Applications/dp/0471147192/ref=sr_1_2?dchild=1&keywords=sutton+%22document+management%22&qid=1611516613&s=books&sr=1-2).

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## **Presentations/Workshops (Highlights)**

- Future Application of Game-Based Learning as a Platform for Reflective Learning Associated with Entrepreneurship Education in the MENA Region – Innovation within Entrepreneurship Education. The Future of Higher Education in MENA towards Achieving Agenda 2030, World Association for Sustainable Development, February 2021.
- Phenomenological Approach to Applying Reflective Journaling to Experiential Learning— From Spiritual Reflection to Game-Based Educational Experiences, University of Essex-Kaplan University Symposium on Alternative Education // Educational Alternatives, September 2020.
- A Game-Based Learning Initiatives: The Emergent Role of the Transformation Agent, Turkey Gamification Summit, April 2020.
- Game-Based Learning--Language of the Future for Overcoming Complexity, Learning Technologies Conference, Jan-Feb. 2018, London, UK.
- The FLIGBY Simulation: Virtual Reality for Building Flow and Flow-based Leadership Competencies, *International Serious Play Conference*, July 2017, Washington, DC.
- Virtual Reality for Constructing Flow and Flow-based Leadership: The FLIGBY Simulation Experience, *International Business Learning Games Competition Conference*, The Business Excellence Institute [Ireland], Sept. 2017, Lisbon, Portugal.
- Emotional Intelligence, (not Artificial Intelligence) in the Data Sciences, *Indiana University, Featured Departmental Seminars*, Bloomington, January 2017
- Gamification in Knowledge Management Initiatives (Presentation); Serious Games – Knowledge Acquisition, Codification, and Sharing (Workshop), *Knowledge Management Australia 2015 Conference*, Melbourne, Australia
- Faculty Game Facilitator & Funification Motivator, *Texas A&M University*, Nov. 2015, Texarkana, TX and *Mohave Community College*, Nov. 2014, Lake Havasu City, AZ.