Michael Joseph Yacavone

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Michael J. Yacavone is a management consultant specializing in helping people, products and markets grow to their high-performance potential. His professional experience includes market research, product development, governance design, and entrepreneurial coaching. He has created or been instrumental in delivering twelve commercial products, and he is skilled at synthesizing ideas from disparate fields and creating holistic models to define, develop, and deploy new products and services.

Over the course of his career Yacavone has started two companies and played key roles in two VC-funded high-tech startups, creating results with both senior engineers and executives. His software product development experience includes small-business software for mass-customization manufacturing, customer relationship management, direct marketing list brokerage and management, quantitative media analysis, philanthropic donor recognition, and custom firmware debugging. He started XeniumGroup in 1995 to build useful, holistic, appropriate, and people-centered technology systems. His clients span education, high-tech, government, non-profit, and industry.

XeniumGroup created the PivotCMS™ website management service, empowering non-technical people to quickly and easily update award-winning websites. Yacavone frequently consults in the area of iterative development, technology platforms, and online strategy, including the successful use of weblogs, online community construction and maintenance, and customer-centric email marketing.

He has been an adjunct professor of business technology at Colby-Sawyer College and is a popular speaker who has written, reviewed, and consulted on several business plans for other entrepreneurs, investors, and business managers. He is a thoughtful coach helping people integrate leadership results, life planning, and an entrepreneurial outlook.

Yacavone received a Bachelor of Science degree in experimental psychoacoustics from Syracuse University, and has continued his professional education through work with Alan Weiss, Robert Fritz, Richard Karash, and numerous professional conferences and seminars, including Robert Kegan and Lisa Lahey's *Diagnosing Immunity to Change* workshop at the Harvard School of Education. Yacavone is skilled at implementing the Carver Policy Governance model of Board leadership and has applied aspects of this model to teamwork in higher-education.

He serves as President of the Board of Directors of the Hanover Consumer Cooperative Society, Inc., a member-owned cooperative grocery business founded in 1936, now with five locations, 350 employees and annual revenue of $60 million. He is Recording Secretary of the Council of Trustees and an active consulting member of the Society for Organizational Learning (SoL, founded by Peter Senge). SoL connects organizations, researchers, and consultants to generate knowledge about, and capacity for, fundamental innovation and change by engaging in collaborative action inquiry projects.

Yacavone lives in Cornish, NH, near Dartmouth College.

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Curriculum Vitae

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info@xeniumgroup.com

Education

- Bachelor of Science, Experimental Psychoacoustics, Syracuse University, 1994.
- Frequent professional development via coaching, conferences and workshops.

Product Development - Creator, Co-Creator or Team Leader

- Reflective Questions: Internet dialogue space, in development.
- Dartmouth College Fund Honor Roll: web-based donor recognition, 2004.
- QIA – Quantitative Issues Analysis: Web-based media analysis software, 2003.
- MarketMax, MarketMaxPro: Web-based content management application for direct marketing list managers, 2001.
- CataList: Advanced web-based platform for direct marketing list research, 2000.
- PivotCMS: Web-based enterprise content management system, 1999.
- STS-Manager: Customer relationship management system, 1995.
- BTB-Manager: Manufacturing mass-customization system, 1994.
- ShallowTray Modeler: Expert system engineering specification software, 1992.
- Tri-Ambient Synthesis: Multi-channel psychoacoustic audio system, 1982.

Product Development - Significant Contributions

- FOOTAGE.net daily news publishing automation system, 1998.
- FOOTAGE.net moving image archive search portal, 1997.
- Spectra EE series state-of-the-art color ink-jet printer, 1990.

Publications

- Look Me In The Eye, Consultant's News, 1998.
- US Patent #4612663, Multi-Channel Audio Reproduction System, 1984.

Teaching

- Adjunct Faculty, Colby-Sawyer College, 2002.
- Numerous public presentations for professional groups.

Invited Exhibition

- Rustic driftwood chair with integrated technology components.
  AVA Gallery and Art Center, 2000.

Employment History

1996 – present:	Founder and Principal, XeniumGroup, LLC.
2000 – 2002:	VP Product Development, NextMark.com, Inc.
1991 – 1996:	Manager of Information Systems, NEEP Systems, Inc.
1988 – 1990:	Development Engineer, Spectra, Inc.
1984 – 1986:	Manager, Spectrum Records.
1982 – 1987:	Sound Engineer, Rosewood Sound; Specialized Audio Visual.
1981 – 1987:	Co-Founder and Research Director, Sonic Research Associates, Inc.
1980 – 1982:	Audio Technician, Syracuse University Audio Services; WAER-FM.
1978 – 1980:	Assistant Director, Evening News, WNNE-TV.

Community Engagement

- President of the Board of Directors, Hanover Consumer Cooperative Society, Inc., Hanover, NH.
- Recording Secretary of the Council of Trustees, Society for Organizational Learning, Cambridge, MA.

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