

RON BRUMBARGER



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📍 Indianapolis, IN / USA

🔍 Interests

- * Keynote and public speaking
- * Innovation workshop facilitation
- * Teaching entrepreneurship
- * Problem-solving & design thinking
- * International travel
- * Mentoring young adults
- * Intentionally serving others
- * Challenging conventional thinking
- * Expending relational capital
- * Writing - books, articles & lessons
- * Continuous learning
- * Networking and connecting
- * Community service
- * Mission-minded shiny squirrels

👤 Profile

As an innovator, entrepreneur, and voracious learner, I am motivated to apply divergent thinking to conceive and start new businesses and initiatives while sharing my passions with others. I have enjoyed a multifaceted career as a business owner, author, mentor, facilitator, teacher, and public speaker.

📁 Professional Experience

● Taylor University / Entrepreneur in Residence

● May 2024 – Present

● Taylor University is a liberal arts university located in Upland, Indiana. Established in 1846, Taylor has influenced the lives of countless generations and thousands of students. The Entrepreneur-in-Residence is a new role for Taylor as of spring of 2024. In my role as Entrepreneur in Residence, I am responsible for:

- Teaching courses in entrepreneurship and innovation
- Mentoring and coaching students
- Furthering the entrepreneurial mindset throughout the Taylor ecosystem
- Assisting faculty members to incorporate innovation and entrepreneurship elements into their classes
- Developing, preparing, and managing business plan pitch teams
- Identifying and developing industry relationships and opportunities for student engagement
- Engaging with community leaders to advance Taylor's entrepreneurial endeavors
- Developing and conducting innovation, creative problem-solving, and entrepreneurship-related workshops on campus for students, faculty, and staff
- Creating entrepreneurial opportunities for students

● Team Monocles / Founder & Team Manager

● March 2023 – Present

● Team Monocles assists law enforcement in solving cold cases through the application of commercial-grade artificial intelligence, creative problem-solving processes, and innovation techniques. In my role as Team Manager, I am responsible for:

- Primary interface with local law enforcement
- Recruiting and developing the investigative team
- Executing fundraising campaigns for tech expenses

Professional Experience, continued

● HomeGrown Apprenticeships / Founder & President

● February 2024 – Present

● HomeGrown Apprenticeships' mission is to catalyze and equip business and community leaders in rural communities to start and execute an apprenticeship program that maps to their community's needs. Apprenticeships serve recent high-school graduates and provide a platform for career exploration while assisting local businesses to fill perpetually open and hard-to-fill positions. Through a licensing arrangement of a derivative of the intellectual property developed at Apprentice University, including instructor contracts, digital badging systems, student recruiting strategies, corporate partner engagement agreements, and apprenticeship design methodologies for both students and corporate partners, HomeGrown brings best practices and experiences to work alongside a community's leadership.

In my role as President, I am responsible for:

- Development and packaging of all licensable IP
- Engaging with business and community leaders
- Leading the implementation process
- Executive leadership and directional strategy
- Client community preparedness and leadership development

● Pragmatic Entrepreneurship / Founder, President & Facilitator

● March 2024 – Present

● Pragmatic Entrepreneurship serves professionals who seek to develop and advance innovation skills and an entrepreneurial mindset to advance a concept from idea to market. The Pragmatic curriculum, meticulously developed over eight years at Apprentice University, combines rich and current content, Socratic discussion, activities, applications, and presentations to equip learners to confidently and capably deploy innovation and entrepreneurship skills. Cohorts engage through short courses (three to four weeks) and six-month deep-dive courses.

In my role as Facilitator, I am responsible for:

- Recruiting and developing relationships with cohort members
- Organizing experiential tours and visits to like-minded entrepreneurial companies
- Serving as the primary facilitator for the immersive labs
- Recruiting ancillary facilitators and speakers for niche labs and topics (i.e. intellectual property)

Professional Experience, continued

● **Compass Consulting / Lead Facilitator**

● March 2019 – Present

● Through innovation, creative problem-solving, design thinking, lateral thinking, facilitation, and consulting, Compass Consulting assists organizations in adapting to changing market conditions, developing strategies to capitalize upon new opportunities, and solving vexing and fuzzy problems. Compass Consulting helps address such challenges through an entrepreneurial, executive lens. Engagements are designed and conducted in a "teaching hospital" fashion; teams work on their challenges while onboarding invaluable skills to continue the work post-engagement

In my role as the lead Facilitator, I am responsible for:

- Interfacing with and designing targeted workshops and engagements to solve clients' problems
- Designing engaging and meaningful experiences, workshops, and projects for clients
- Serving as the lead facilitator for engagements
- Training, coaching, and mentoring protege facilitators
- Ensuring successful client engagement and outcomes from the facilitated work
- Designing cross-culture, international engagements

● **Wycliffe Bible Translators, Global Partnerships / Volunteer**

● October 2019 – Present

● This role requires executive leadership experience and creativity to assist organizations worldwide in executing projects and transforming their organizational structure to be more agile and innovative. Recent engagements include week-long problem-solving and innovation workshops in Ethiopia and Kenya. In this role, I have been responsible for:

- Co-leading the creation of the Global Partnerships' Organizational Strengthening Initiative (OSI)
- Participation as a volunteer consultant with the OSI team
- Co-authoring OSI's *Best Practices of Engagement (available upon request under creative commons)*
- Designing and conducting workshops and experiences for Global Partnerships' partner organizations
- Training, coaching, and mentoring protege facilitators and participants
- Designing cross-culture, international engagements ensuring all participants benefit
- Producing post-engagement whitepapers to report out to the work of the team
- Fundraising for partner organizations' retreats and workshops

Professional Experience, continued

Apprenticeship University / Founder and President

April 2013 – December 2024 (sold July 2024, exited December 2024)

Apprenticeship University provided (it has been rebranded by new ownership) students throughout Indiana and beyond access to a creative education program without traditional red tape and constraints. AU offers motivated, entrepreneurially minded high school and post-college graduates a unique, challenging, and targeted education based upon old-fashioned apprenticeships. Students are prepared for the high-tech, high-demand, high-skill, and high-wage careers of the future.

In my role as President, I was responsible for:

- Overall responsibility for the University's impact on students
- Creating and implementing the vision, mission, and positioning
- Leading short- and long-term strategy and planning efforts
- Overseeing all state, federal, and compliance paperwork
- Evaluating the work of other senior management leaders
- Maintaining an understanding of the competitive landscape
- Considering and implementing program changes and opportunities
- Fostering the University's corporate relationships for apprenticeships
- Teaching entrepreneurship, innovation, and problem-solving courses and related workshops
- Guiding and participating in new student recruiting and enrollment
- Calculating, assessing, and minimizing risks to the University
- Determining hiring and termination decisions
- Negotiating and executing all agreements, leases, and contracts
- Manage trademark and intellectual property infringements
- Created the Failure Institute at Apprenticeship University
- Co-developing the University's income share program
- Chairing the board of the Apprenticeship University Foundation
- Co-developing and launching the Apprenticeship University Foundation
- Possessing final authority and responsibility for all financial matters
- Designing and building the University's digital badging database
- Most importantly - serving students as a mentor and trusted advisor

Some skills necessary to successfully fulfill this role include:

- Mentoring and relationship development with students
- Implementation of an entrepreneurial mindset organization-wide
- Risk management
- Leadership of the executive team in creative problem-solving
- Executive leadership
- Corporate partnership sales and relationship management
- Financial astuteness and corporate governance
- Foundation board management
- Community engagement
- Public speaking

Professional Experience, continued

Bitwise Solutions / Founder, President, and CEO

June 1991 – March 2018 (sold March 2018)

Bitwise Solutions pioneered professional-grade website solutions for corporations worldwide from 1994 until its sale in 2018. As one of the Midwest's most respected technology professional services firms, Bitwise employed hundreds, served 1,500 clients, and successfully delivered 3,400 engagements over 25 years.

In my role, I was responsible for:

- Served as President & CEO from inception to sale in March 2018
- Led transition to a web development firm in Q3, 1993
- Grew the company to 30 professionals with a peak revenue of \$3M
- Created a unique customer experience, recurring revenue program
- Established and implemented overall corporate strategy
- Created Bitwise Fellows - a division staffed by high school students
- Managed community relations and engagement
- Reviewed, negotiated, and executed all corporate contracts
- Negotiated intellectual property licensing agreements
- Managed the sales, marketing, and client relationship staff
- Managed the back-office, HR, accounting, and finance staff
- Created numerous spinout businesses
- Developed numerous software applications for clients
- Developed and launched a competitive intelligence division
- Designed and co-developed several licensed software products
- Secured and negotiated the corporate sale

The skills necessary to fulfill this role include:

- Executive leadership and decision-making
- Critical thinking and problem-solving
- Mentoring and encouraging young professionals
- Talent identification
- Fiscal management
- Programming, database, and technology infrastructure
- Digital marketing (SEO and related)
- Sales and marketing
- Project management
- Community engagement and service on numerous community boards of directors
- Public speaking
- Mentoring others in the entrepreneurial/technology community

You're Always Being Interviewed / Author

October 2016

Capturing lessons learned over decades of experience in interviewing, hiring, firing, networking, and mentoring, *You're Always Being Interviewed* seeks to convey the criticality of relational capital, lifelong learning, and personal brand for young adults and professionals. The book is available on Amazon.



Community Service & Engagement

- Wycliffe Bible Translators, Global Partnerships (2019–present)
- Apprentice University Foundation, Founder & Chair (2018–2023)
- Indiana Wesleyan, DeVoe School Board & Chair (2015–2020)
- Founding Chairman, Grace College, Charter School Authority (2018–2020)
- The Master's Study – Director and Treasurer (2009 – 2016)
- Hamilton County Alliance – 2003–2011, Chair (2010–2011)
- Indiana Broadband and Technology Association – (2015–2018)
- Hoosier Academy Charter School –Chairman & CEO (2007–2008)
- Hoosier Academy Charter School [round 2], Director (2015–2016)
- Indiana Virtual Charter School, Inc. – Founder & CEO (2006–2008)
- Entrepreneurs Beyond Borders – Founder (2008–2012)
- Legacy Fund of Hamilton County – Board Member (2010–2011)
- CRDF Global – Armenian Innovation Competition (funded by USAID) (2011–2012)
- CRDF Global – Mentor, New Ventures in Developing Nations (funded by USAID) (2013)
- TechPoint Foundation – Founding board member (2004–2007)
- TechPoint Indiana – Board Member (1994–2008), Chairman (2007)
- TechPoint Indiana – Public Policy Committee (2003–2010)
- Ball State, Entrepreneurship Board (1996–2010), Chair (2008–2010)
- Educational New Dirt Roundtable – Founder (2009–2011)
- Indiana Entrepreneurship Week – Founder/Organizer (2006–2009)
- KeyBank of Indiana – Advisory Board Member (2007–2008)
- Twelve Stones Ministries –Founding Treasurer (2003–2008)
- Greater Indianapolis Chamber of Commerce (2000–2008)
- Founder of The Galileo Project – Indiana's Future (2003–2008)
- Children's Bureau of Indiana = Board Member (1998–2002)
- Junior Achievement of Indiana, Best & Brightest Alumni Chair (2007)
- Governor Daniels' Education Technology Commission (2006–2007)
- Mayor Goldsmith's High Technology Task Force (1996–1999)
- Indiana 21st Century Research and Technology Fund (2003)
- Venture Club of Indiana / Chair (2003) and Board (2000–2005)
- NPower Indiana / Founding board member and Treasurer (2001)
- United Way of Central Indiana / Technology Fund Chair (2002–2005)
- Willow Brook Baptist Church / Elder / Treasurer (1993–1995)
- Entrepreneur's Alliance of Indiana / Board Member (1997–2002)
- Indianapolis Private Industry Council / Board Member (1998–2004)



Education and Certifications

Praxis Labs – Redemptive Entrepreneurship Workshop / March 2024

Basadur Applied Innovation / February 2019 – 2024

- Basadur Advanced Innovation Applications (2024)
- Simplicity Level III – Organizational Integration of Innovation (2019)
- Simplicity Level I & II – Creative Problem-Solving Facilitation (2019)

Ball State University

- Bachelor of Applied Science – Industrial Technology, with distinction
- Associates Applied Science – Computer-Integrated Manufacturing
- Concentration in Business Administration



Awards and Recognitions

- Certified Innovation Integrator / Basadur Innovation, 2019
- Certified Creative Problem-Solving Facilitator, 2019
- Patent – Event ticketing auction / US Patent #: US6023685A
- Centric Innovation of the Year / Apprentice University, 2014
- Ball State University / Cardinal Scholar, 2008
- Junior Achievement / Indy's Best & Brightest, 2005
- Indianapolis Business Journal / Who's Who in Information Technology, 2003
- Ball State University / Mentor of the Year, 2004
- KMPG / 7 Most Influential Business Leaders in Indiana, 2005
- Indianapolis Business Journal / 40 Under 40, 1999



Publications

- *You're Always Being Interviewed* - [available on Amazon](#)
- *Navigating the Entrepreneur's Sea of Doubt* - [available on LinkedIn](#)
- *Applying Creative Problem-Solving to Cold Case Homicides* - [available on LinkedIn](#)
- *Best Practices of Engagement in Organizational Strengthening* - available upon request/creative commons



Some Things About Me

- I am a lifelong Hoosier (Indiana), confident in my faith. Cindy and I have been married for 32 years (May 2024) and have two remarkable sons, Tanner, 28, and Hudson, 26, and two lovely daughters-in-law, Hannah, married to Tanner, and Elaine, married to Hudson.
- I love to learn, especially around topics that require deep thinking and application.
- I am serious about relentlessly pursuing opportunities to invest in and serve others through deep, mutual, meaningful relationships, coupled with empathy. I fully appreciate navigating the opportunities and challenges of those in whom I invest.
- I have deep experience in executive-level leadership and am accustomed to collaborating with fellow executives in fun, challenging, and demanding situations.
- I welcome and embrace hard-to-solve problems.
- I am serious about preparing future leaders through disruptive, innovative education models. I have successfully started many schools (charter, virtual, private, and a university) and programs for various stakeholders to accomplish such.
- I am inspired to help others envision, pursue, accomplish, and recognize their fullest personal, spiritual, and professional potential, resulting in those I have mentored mentoring others.
- I enjoy teaching entrepreneurship, innovation, problem-solving, and a collection of mindsets to anyone who will tolerate my whimsical yet fun teaching methods and experience-based content.
- I like tackling audacious projects such as the Galileo Project (2003) to reimagine "How will future Hoosiers thrive?"
- I am eager to serve someone and learn something new every day.
- I am driven and I'm often told I am impatient.