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OVERVIEW

Using an experience set that integrates P&L and process, I offer leadership to build teams that deliver product and performance. Strong skills across the functional areas of product design, software development, hardware engineering, customer service, graphics, marketing, testing and compliance. My passion is to take product vision and make it a reality. Highlights:

- Bally's Thrillions wide area slots progressive (\$50m/yr.); Windows 95 Monopoly (\$200m+ lifetime)
- DEQ G3 & EZ Baccarat (doubled installs/revenue 1st yr.); ShuffleMaster table games progressive (tripled revenue first 3 years)
- Unify a blended product + project management = innovation, revenue focus, and schedule success

EXPERIENCE

2019 – Present

Galaxy Gaming Las Vegas, NV
SVP PRODUCT DEVELOPMENT

- Development & leadership for table games and table game progressive technology

2015 – 2019

Las Vegas Sands Corp. Las Vegas, NV (The Venetian | The Palazzo)
SENIOR PRODUCT MANAGER

- Delivered PCI Validated P2PE (tokenization, EMV) to 600 Micros Symphony, InfoGenesis & LMS terminals (\$1m+ budget) – RFP, vendor selection, contracts, requirements, SOW, OTA integration
- Deployed POS and reservations systems for multiple F&B outlets (Starbucks, Black Tap, Dorsey)
- Introduced or updated application systems to maximize revenue, including Medallia (Guest Survey), valet automation, Kronos timekeeping, Kallpod server call system, BarTech, Kyriba Treasury Management System, TicketMaster, analytics systems
- Responsible for the strategic portfolio of 12 verticals and 40+ application systems

2014 – 2015

Gaming Partners International Las Vegas, NV
DIRECTOR OF PRODUCT MANAGEMENT

- Expanded gaming table RFID technology products, casino currency products, table layout lines
- Generated product requirements, scope & priority to development teams to optimize revenue

2010 – 2013

DEQ Systems Corp. Las Vegas, NV (Headquarters in Quebec City, Canada)
VICE PRESIDENT OF CUSTOMER SERVICE

- Doubled the number of quarterly product installations in first 6 months with faster completion dates
- Accelerated G3 installations by retooling the pre-site, scheduling, install & go-live processes
- Increased pipeline capacity from 5 to 10 active install projects simultaneously with existing team
- Improved service call response by 50% for 24/7/365 on-call service support team
- Reduced shipping costs by 25% by renegotiating volume terms with UPS
- Responsible for recruiting, hiring and leading a global 10-person team including 3 distributors

VICE PRESIDENT OF PRODUCT DEVELOPMENT

- Grew EZ Pai Gow™ by double-digits in first year
- Introduced G3™ table progressive to offer \$1M top prize Hearts Progressive in New Jersey
- Expanded table game product portfolio with card reading show, Buster Blackjack progressive, Casino Hold 'Em Poker
- Leadership for new product acquisition, third party (inventor) relations, IP protection, brand strategy, product integration, market analysis, field trials

2005 – 2010

SHFL Entertainment Las Vegas, NV
PRODUCT MANAGER, TABLE GAME PROGRESSIVES

- Delivered product roll-out for the 1st progressive installation 6 weeks after the acquisition of the Game Manager; coordinated integration of product and hardware into MRP and sales systems
- Exceeded revenue target with 300% growth over 3 years; achieved material cost reductions of 33%

- Changed the product roadmap and growth strategy; primary contact with technology team to define product requirements and incorporate product backlog into next generation system
- Designed table progressive par sheet to integrate meter reseed, contribution and payable
- Presenter at trade shows (i.e. G2E Institute) on card recognition and RFID betting technologies

2003 – 2004

Aristocrat Technologies, Inc. Las Vegas, NV

PROJECT MANAGER, SYSTEM INSTALLATIONS

- Managed the project, client communication, schedule, scope and risk processes for installations and upgrades of OASIS Casino Management System at client’s site with team size of 6 to 12
- Responsible for 4 installation projects running concurrently (8 to 12 weeks start to finish)

2001 – 2003

WMS Gaming, Inc. Las Vegas, NV

SENIOR PROJECT MANAGER (PROGRESSIVE SYSTEMS)

- Developed wide area progressive slot product including games, schedules, multiple R&D team communication, slot hardware, QA, compliance, safety and data message protocols
- Deployed new change control and risk management processes for PMO use across all projects

1997 – 2001

Bally Technologies, Inc. Las Vegas, NV

PRODUCT DEVELOPMENT MANAGER (PROGRESSIVES) & ENGINEERING MANAGER

- Delivered 3 Betty Boop themed slot machines in a 12-week sprint to preserve the Thrillions Wide Area Progressive launch date, which earned revenue of \$14 million in the first year of operation, and \$30+ million in the second year; guided expansion into New Jersey, Mississippi & tribal gaming
- Delivered, organized and prioritized “to market” of dozens of stepper & video slot machine projects, serving as both product owner and project manager; involved in creating feature & technical requirements; managing hardware (electrical & mechanical) changes, math, art, QA & submissions
- Technical leadership of advanced products team, delivering the Bellringer slot machine (electro-mechanical top box), progressive message protocols for meter & slot-to-system, and online video slot prototype

1996 – 1997

Hasbro Interactive Beverly, MA

SENIOR PRODUCER

- Shipped: Monopoly (Win 95) in six localizations, including custom graphics and game content, Othello
- Launched studio development for Star Wars Monopoly (\$2M budget), Connect 4, Sorry, and Life

1993 – 1996

Westwood Studios Las Vegas, NV

PRODUCER

- Shipped: Monopoly (Win 95) with online multiplayer (\$200m gross), Dune II (Sega), Kyrandia 3: Malcolm’s Revenge, Kyrandia 2: Hand of Fate

EDUCATION

University of Nevada, Las Vegas

Master in Business Administration (GPA: 4.0 / 4.0)

Bachelor of Science in Computer Science

Bachelor of Science Business Administration (Majors: Quantitative Mgt., IT, Management)

SKILLS

Fluent in Microsoft Office, Access, Project, Visio & SharePoint

Experience with HTML, VBA macros, SQL queries

CERTIFICATIONS

- Project Management Professional (PMP®), from Project Management Institute (#418084)
- Certified Product Marketing Manager (CPMM & CPM), from AIPMM (#8971099 & #8971098)
- Certified Scrum Master (CSM) & Certified Scrum Product Owner (CSPO)
- Pragmatic Marketing Certified – Level 3 (PMC-III)
- Patents and applications – 8,740,692; 9,830,777; 11/558,810; 11/558,823; 11/394,055
- Toastmasters ACB and ACL designations

REFERENCES

DavePokorny.com