

The following are a set of recommendations and endorsements from colleagues I have worked with. The most updated list is on linkedin at [http://www.linkedin.com/profile?viewProfile=&key=1329524&trk=tab\\_pro#recommendations](http://www.linkedin.com/profile?viewProfile=&key=1329524&trk=tab_pro#recommendations)

## **Vice President Product Marketing** **Siperian Inc.**

"It was a privilege working with Ramon in Siperian. He is methodical, organized and very creative. His ability to connect people, inspire the audience and presentation skills are amazing. I will recommend Ramon for any company and for any high level role." *April 3, 2009*

[Manoj Verma](#), *Engineering Manager, Siperian Inc.*  
worked with Ramon at Siperian Inc.

"I had the privilege of working with Ramon at Siperian. Whether during his Product Management or Product Marketing roles, Ramon has always executed at a high standard with enthusiasm and commitment. As a Product Manager, Ramon was a true pillar during the Development process. His ability to gather information and make strong business decisions was greatly appreciated. You could always count on Ramon for his judgment during the crucial times of a project. While working with Ramon in the Marketing capacity, I was always in awe regarding the creativity and innovation he brings - he has a knack for thinking outside box and turning vision from paper to reality. I would confidently recommend Ramon to any company." *March 31, 2009*

[Zaheer Rahemtulla](#), *Director, QA, Siperian Inc.*  
worked with Ramon at Siperian Inc.

"Ramon could always be counted on to deliver exceptional support and guidance to the technical sales group in the field. His ability to clearly articulate and lead the product strategy made him an invaluable asset in those cases where a prospect needed to see and believe the vision of where the product was headed. It was a pleasure to work with Ramon and I hope to be able to do so again in the future." *March 30, 2009*

[Guy Vorster](#), *East Region Technical Pre-Sales Manager, Siperian*  
worked with Ramon at Siperian Inc.

"Ramon brings a level of sophistication seldom seen in the Silicon Valley. His presentation skills are exemplary, as can be witnessed by his many successful marketing campaigns and product launches. Ramon is also technically proficient and down to earth. He is able to connect to and inspire broad audiences. His audience is always left high-spirited and well educated and this has contributed greatly to Siperian's success. Siperian was very fortunate to have him as an executive and he will be greatly missed." *March 30, 2009*

[Eric Choi](#), *Lead Software Engineer, Siperian, Inc*  
worked with Ramon at Siperian Inc.

"Ramon is one of the most thoughtful, knowledgeable and professional people in Master Data Management. He's got a passion for the design, development and marketing of enterprise software, and is one of the "go to" people in the MDM space for his knowledge of the market, his understanding of the issues, his original ideas and his thorough execution. I have enjoyed all of our encounters and recommend him very highly!" *March 29, 2009*

[Dan Power](#), *President & Founder, Hub Solution Designs, Inc.*  
was with another company when working with Ramon at Siperian Inc.

"Ramon is a consummate and passionate marketer. He understands complex technologies and is able to creatively present them in a simple, engaging manner. In front of customers, Ramon is a statesman: a thorough professional, an excellent listener, and always seeking the common ground. Within the company, he is a collaborative team player, and can be relied upon to lead multi-functional projects diligently and through example. Beyond his role, he is ready to provide a helping hand wherever necessary. I recommend him highly." *March 28, 2009*

[Anurag Wadehra](#), *Senior VP, Marketing & Product Management, Siperian*  
managed Ramon at Siperian Inc.

"I worked closely with Ramon Chen at Siperian, Inc. in two roles – first as Senior Director of Product Management, then as Vice President of Product Marketing. Ramon's ability to plan and execute complex technical projects involving multiple internal and external groups with varying schedule and agendas is truly exceptional. Ramon provides leadership in creating and managing project plans to execution. He understands complex technical issues and can articulate those issues in clear business terms to non-technical users, which facilitates his constant communications between Engineering, Product Marketing, Customers, Partners, Sales, Professional Services, and executive staff. He is a stimulating source of creative and innovative ideas which brings out the best resources of all parties involved in project planning and execution, and helps free up obstacles which periodically arise in group projects. Ramon's communicates clearly and frequently, and follows up phone and in-person meetings with clear, timely, and detailed documentation. His grasp of planning tools and processes is complex and sophisticated. There are select people in an organization who you can trust to carry the full responsibility of planning, managing, and executing large projects involving multiple players, and Ramon is one of those individuals." *March 28, 2009*

[Bill Fraser](#), *Vice President, Training Services, Siperian*  
worked with Ramon at Siperian Inc.

"Ramon is a great guy - smart, organized, creative and dedicated. He has broad experience and knowledge, and works very well with diverse groups of people. He can be counted on to plan carefully and thoroughly, to mobilize the needed resources, to motivate stakeholders, and to make sure things get done in a timely manner with great results. I worked with Ramon on many occasions during sales processes when we were bidding/scoping the services component of deals as well as during implementation. He worked effectively with us as well as our major SI partners to ensure that the overall solution delivered to our clients fully met their needs. He is one of the best colleagues I have worked with and I would not hesitate to recommend him for any position." *March 28, 2009*

[Jeff Forsman](#), *Senior Director, Solutions Delivery, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"As the VP of Product Marketing at Siperian, Ramon did an outstanding job of presenting Siperian's roadmap to customers. After every presentation, clients always commented on how well a job he did in presenting and listening to their needs. In addition, his knowledge of the MDM and peripheral market space is phenomenal." *March 19, 2009*

[Stephen DiLossi](#), *Director Client Services, Siperian, Inc*  
worked with Ramon at Siperian Inc.

"Ramon is very knowledgeable and creative in his roles as the leader of the product management and product marketing groups at Siperian. You can always count on Ramon to do a superb job and wow the audience the same time. And he also is very fun to work with. Ramon would be a great asset for any organization." *March 17, 2009*

[Steve Qian](#), *Director, Engineering, Siperian Inc.*  
worked with Ramon at Siperian Inc.

"I observed Ramon's dedication to Marketing Siperian, he did a wonderful job and made Siperian what it is today. I would highly recommend Ramon. Any company will be lucky to have him work for them. He has a great dedicated passion for the company. You can see that in his presentations and see the results." *March 13, 2009*

[Donna Molinari](#), *Lead QA Engineer, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"I have worked with Ramon while he was leading marketing, product management and knowledge management efforts at Siperian. Very creative and forward looking. Always listens to the input from the others and acts on the recommendations. Great presentation and verbal skills to internal and external audience - Ramon has been presenting at various industry events and

lead Siperian Users Group meeting. Highly recommended. (p.s. I always enjoyed his movie themed presentations / video clips, ask him to show you one)" *March 11, 2009*

[Darius Kemeklis](#), *Technical Manager / Solutions Architect, Siperian Inc.*  
worked with Ramon at Siperian Inc.

"I've had the chance to work with Ramon at Siperian over the past few years. He has done an excellent job as he's taken on a variety of initiatives. He has a strong understanding of the MDM marketplace and has done a superb job of representing that knowledge and Siperian to analysts and prospects. Thoughtful and confident speaker. Great job of understanding the evolving MDM market and successfully evolving and positioning the product as a leader in the space. Highly recommend him." *March 11, 2009*

[John Dempsey](#), *VP, Services, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"It was my privilege to work with Ramon when he headed up product management, product marketing, and knowledge management at Siperian. He filled all these roles with tremendous drive, enthusiasm and creativity. He would be a great asset for any organization, and I wholeheartedly recommend him." *March 9, 2009*

[Dan Galatin](#), *Senior Product Manager, Siperian, Inc.*  
worked indirectly for Ramon at Siperian Inc.

"It was a pleasure working with Ramon in his roles in Product Management, Marketing and Knowledge Management. Ramon brings a lot of depth of experience in multiple areas that allowed him to excel in multiple roles in the time that I worked with him. He is easy to work with, always eager and willing to provide assistance and a great listener - all great skills for Product Management and Marketing." *March 8, 2009*

[Ahmed Quadri](#), *Director, Technical Sales, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"I have had the pleasure of working with Ramon for the past 4 years, in his role as a marketing executive at Siperian. Ramon excels at this role and he has consistently impressed me with his ability to bring together the right people to get things done and make solid decisions. As a facilitator and a speaker, Ramon is one of the best, and he is definitely a huge asset on both outward facing product marketing and internal product management. I have learned a great deal from his leadership, and I hope to have the opportunity to work with him again in the future. I highly recommend Ramon to any organization looking to move their marketing organization to the next level." *March 8, 2009*

[Steve Hoskin](#), *Director & Principal Architect, Siperian Inc.*  
worked with Ramon at Siperian Inc.

"This was the first time I have worked with Ramon and it has been a real pleasure. Ramon is one of the most creative and out of the box thinking guy I know and has drove multiple creative campaigns from a product and customer perspective that has "made a difference". Ramon is very easy to work with and collaborates well. His experience is wide and both in product management and marketing side allowing smooth translation of product features and functionality to effective communications to the marketplace. I would highly recommend." *March 8, 2009*

[Ken Hoang](#), *Founder and CTO, Siperian*  
managed Ramon indirectly at Siperian Inc.

"Ramon and I haven't work together on many projects. The interesting thing is that it does not take that much to see his excel characteristics. He is a person with strong ownership and driving for results all the time. His sense of responsibility, his leadership, and his enthusiasm toward work impressed me a lot. I wish Ramon all the best and a even more successful career in the future." *March 7, 2009*

[Neo Liu](#), *Professional Service, Siperian*  
worked indirectly for Ramon at Siperian Inc.

"It has been my pleasure to work with Ramon on various projects at Siperian. His driving of various initiatives to harvest and leverage internal knowledge to enhance the customer experience, and his establishing and development of customer community are testimony to the great value he brings to any organization." *March 6, 2009*

[Rich Perkin](#), *Senior Customer Support Engineer, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"Ramon has the perfect combination of technical depth, intellect and business acumen. I'd jump at the chance to work with him again in a heartbeat. He's one of the very select group of people I've worked with in 20+ years that really "gets it." He's just outstanding." *March 6, 2009*

[Greg Underwood](#), *Sr. Director, Finance and Controller, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"I worked for Ramon on the launch of Siperian's SHARE portal - a knowledge sharing portal for customers, partners and Siperian staff. Ramon's vision, enthusiasm, creativity and hard work were invaluable for the successful launch of the portal, and made the project a highly enjoyable one to work on too. Ramon has a rare ability to balance a focus on the details (without micro-managing), with a clear view of the long term picture and a sure grasp of the technical issues too. He is extremely good at communicating his vision with colleagues, customer and partners. I found Ramon to be very fair-minded, always willing to listen to others and reassuringly calm. It has been a pleasure working with him." *March 6, 2009*

[Lesley Hanly](#), *Manager, Customer Support, Siperian*  
reported to Ramon at Siperian Inc.

"Ramon is a consummate Marketing and Product Management professional. I have had the pleasure of working with Ramon since 2005, and every time he has amazed me with his ability to come up with new and creative ideas. He has been our 'go-to-guy' for creative ideas on key customer facing events. Ramon's thought leadership, keen eye for detail and thoroughness have been key factors in positioning Siperian as a leader in MDM. He introduced product management processes at Siperian and facilitated collaborative prioritization with Engineering enabling the right products to be delivered on time for the marketplace and customers. I would highly recommend Ramon for a leadership role in Marketing and/or Product Management." *March 5, 2009*

[Manish Sood](#), *Sr. Director, Product Management, Siperian*  
worked directly with Ramon at Siperian Inc.

"I had the pleasure of working with Ramon for 4 years at Siperian. During this time, we worked together on the annual user group conference and other marketing projects. Ramon's leadership, professionalism and creativity ensured that the user group conferences were an outstanding success. His talent as MC added a special quality that was both informative and entertaining. He is extremely knowledgeable and a very pleasant person to work with." *March 5, 2009*

[Kathleen Calderwood](#), *Senior Marketing Programs Manager, Siperian*  
worked indirectly for Ramon at Siperian Inc.

"Ramon is a very talented, hardworking & professional senior manager. I worked with Ramon in many areas and focuces and he was extremely creative and effective in all of these areas. Ramon's focus when we worked together at Siperian included: Product Marketing and planning for and building then growing all Knowledge Management activities and resources. Ramon's passion, drive & creativity as well as attention to the strategic picture (with focus on the details) make him an invaluable asset to any organization. I will never hesitate to work with Ramon in the future. I also encourage you to consider the opportunity to bring Ramon into your organization without hesitation as well." *March 5, 2009*

[Joe Ayyoub](#), *Senior Director, Customer Support, Siperian, Inc.*  
worked with Ramon at Siperian Inc.

"I had the pleasure of working with Ramon on multiple projects at Siperian. He was always professional and easy to work along side. Ramon is an excellent communicator and will do

whatever is necessary to get the job done. I've always had great success in working with Ramon as he is reliable and goes above and beyond what is required of him. He has in-depth knowledge of the MDM space and is able to effectively communicate with customers, partners and engineering teams. Ramon was invaluable to Siperian and I believe the next company he works for will have a similar experience." *March 5, 2009*

**Zoltan Gombosi**, *Software Architect, Siperian, Inc.*

worked with Ramon at Siperian Inc.

"Ramon Chen is an experienced marketer with expertise in corporate and product marketing / management and knowledge management. He has strong leadership skills and is extremely good at bringing cross functional teams together and leading them towards the achievement of a single goal. He was the developer and "face" of Siperian's User Conference which year over year doubled attendance and drove in business for the company. Ramon is excellent at developing a concept, selling it to exec management, getting it funded, creating the team and delivering high value product. Most recently, he achieved this with the launch of Siperian's blog. Ramon is an asset to any company smart enough to hire him." *March 5, 2009*

**Nancy Ellickson**, *Senior Director, Corp Marketing, Siperian, Inc.*

worked directly with Ramon at Siperian Inc.

"Ramon is one the best product management and marketing executive I've ever come across. Ramon's deep understanding of the technology, and that combined with his penchant for process, has guided Siperian MDM Hub as one of the most technologically superior MDM platforms in the market. Ramon's skill in creating the most innovative and brilliant user conference shows has propelled Siperian User Conferences to success with the number of attendees and sponsors doubling every year. Ramon's calm and collegial work style has won him great respect and several friends within the company." *March 4, 2009*

**Ravi Shankar**, *Senior Director, Product Marketing, Siperian, Inc.*

reported to Ramon at Siperian Inc.

"Ramon has been one of the marketing thought leaders in the MDM space. Constant creativity and agility allows him to build effective and impactful thought leadership. As an analyst I appreciated his ability to brief and address inquiries on Siperian's product with clarity and accuracy. Given the small world of MDM, it's always a pleasure to hear the latest and greatest on a frequent basis! Ramon is one of the best and it's an honor to make a recommendation."

*December 8, 2008*

**R "Ray" Wang**, *Vice President, Forrester Research, Inc.*

was with another company when working with Ramon at Siperian Inc.

"Ramon is incredibly passionate about his work and in developing strong, lasting business partnerships. I have been very impressed with the efforts Ramon put forth to expand Siperian's user conference into one of the top networking events in the MDM industry. He is very detail oriented and extremely focused on true relationship management. He makes it an absolute pleasure to partner with Siperian." *December 3, 2008*

**Christopher Blotto**, *Managing Partner - Global Information Management and Analytics at EMC Consulting, EMC Consulting formerly BusinessEdge Solutions*

was with another company when working with Ramon at Siperian Inc.

"Ramon was instrumental in helping to close several new business opportunities. Both customers and prospects alike always commented on the depth of Ramon's product and industry knowledge. He was an asset to me in my selling campaigns." *December 3, 2008*

**Steve Gross**, *Sales Director - Northeast, Siperian*

worked with Ramon at Siperian Inc.

"I've known Ramon since 2005 and we have worked together on joint partner marketing programs and collaborative events. In every way, Ramon has shown himself to be an outstanding marketing executive. He has great vision and industry insight. He really knows how to relate product and solution value to his core audience and he is very creative when doing so. And he's

genuinely a very nice person and a colleague with whom I thoroughly look forward to working with on future projects." *December 3, 2008*

[Jim Jarvie](#), *Marketing Director, Informatica (formerly Identity Systems Nokia)*  
was with another company when working with Ramon at Siperian Inc.

"Ramon is a superb marketing executive. He is able to translate complex technology into high value business business benefits. A key player for any team and a great leader." *May 14, 2008*

[Michael Destein](#), *Director, Industry Solutions, Siperian*  
worked directly with Ramon at Siperian Inc.

### **Senior Director Product Management & Marketing GoldenGate Software**

"While working with Ramon during our time together at GoldenGate, Ramon was responsible for spear-heading the corporate marketing campaign that ultimately attributed to the branding and the reviving of GoldenGate's public image during critical growth years. Ramon's innovativeness and focus on creating unique collateral supported all aspects of GoldenGate solution marketing, while allowing GoldenGate to have best of industry recognition. This was exemplified during an ITUG conference where GoldenGate received a "Best of Show" award for the quality of their trade show booth. This award had never been given before in over 20 years of the conference. I routinely leveraged Ramon's expertise for development of whitepapers and product roadmaps. The client profiles, vertical data sheets and other pre-sales collateral documentation created by his team allowed GoldenGate field sales teams to close deals in over 30 countries. Ramon would be an asset to any organization seeking an experienced marketing leader." *November 2, 2007*

[Warren T. Cross](#), *Director, Global Technology, GoldenGate Software*  
worked with Ramon at GoldenGate Software

"Ramon is one of the brightest minds I have ever worked with. He has great ideas, and the insight on how to execute them. Quite simply, he gets it." *August 6, 2007*

[Terry Hight](#), *Owner, Terry Hight Design*  
worked directly with Ramon at GoldenGate Software

"Ramon was a very effective product manager at GoldenGate. When he came on board he really jumped in and got up to speed on a complex project quite quickly. He brought an obviously experienced PM perspective to the team that was very beneficial." *May 25, 2007*

[M. David Minnigerode](#), *Senior Software Developer, GoldenGate Software*  
worked directly with Ramon at GoldenGate Software

"Our public relations team reported to Ramon at GoldenGate Software. He is not only a pleasure to work with, but instinctively understands the value of strategic PR and helped us to successfully function as an extension of the GoldenGate marketing team." *May 23, 2007*

[Robin Bulanti](#), *Director, Kulesa Public Relations*  
was a consultant or contractor to Ramon at GoldenGate Software

"Ramon is a solid marketing pro with the unique combination of an eye toward detail and an attention to the bigger picture. I worked with Ramon while he was driving marketing programs for GoldenGate Software and my team was helping achieve public relations goals for the company. Ramon was an excellent partner. I would work with him again in a heartbeat." *May 10, 2007*

[Joanna Kulesa](#), *President, Kulesa Public Relations*  
reported to Ramon at GoldenGate Software

"Ramon is very creative and understands complex markets and technologies and then can deliver clear and compelling stories on how and why. Outstanding contributor to an emerging software business." *May 7, 2007*

[Mike Seashols](#), *CEO, GoldenGate Software*  
managed Ramon indirectly at GoldenGate Software

"Ramon did an outstanding job while we worked together and was instrumental in helping me close 2 of the largest deals in our company's 12 year history. I would not hesitate to seize the opportunity to work with him again and highly recommend him to anyone looking for hard working and knowledgeable team player." *May 7, 2007*

**Pete Wilchek**, *Director of Sales, GoldenGate Software*  
worked with Ramon at GoldenGate Software

"As a Sr. Sales Engineer at GoldenGate Software, Ramon and I had several opportunities to collaborate together on a number projects, promotions, and sales and marketing events. Ramon is extremely gifted at taking very technical subject matter and presenting it in a clear, concise and digestible format. While at GoldenGate Ramon's contribution to the Marketing department can only be described as brilliant. The events and marketing materials of which he had direct responsibility won several awards for best in show. From Whitepapers, Presentation Material, Marketing Glosses, Website Content, Customer Case Studies/testimonials, to product placement and pricing, Ramon's contributions were felt throughout the company. From a co-workers perspective, Ramon leads by example and many people found his enthusiasm and dedication both inspiring and motivating. I believe Ramon exhibits many of the qualities that are essential to any organization: Intelligence, vision, dedication, integrity, professionalism and above all a pleasant person. I would give any organization thinking of bringing Ramon on board my highest endorsement." *May 7, 2007*

**Terry Simonds**, *System Engineer, GoldenGate Software*  
worked indirectly for Ramon at GoldenGate Software

"Ramon is extremely committed to his work and never settled for a sub-par performance. His marketing ideas kept the company ahead of the curve and accelerate the sales cycle! A true warrior that helped supply the artillery we needed in the field!" *May 7, 2007*

**Paul Spitaleri**, *Director, Sales Engineering, GoldenGate*  
worked with Ramon at GoldenGate Software

"Ramon has a unique skill combination of deep product and technical knowledge as well as strong business acumen and great marketing that builds brand and drives sales. Ramon is driven and results oriented and always delivers nothing less than excellent work." *May 7, 2007*

**Deirdre Mahon**, *Senior Director of Corporate Marketing, GoldenGate Software Inc*  
worked directly with Ramon at GoldenGate Software

"Ramon always has a fresh and vibrant perspective of the industry; his keen business sense, sharp intellect and great sense of humor make him a pleasure to work with." *June 1, 2006*

**Elizabeth Lipp**, *Freelance Writer, Self-employed*  
was with another company when working with Ramon at GoldenGate Software

"In his role as Product Manager, I found Ramon to be the most passionate and effective product manager I've ever worked with. His attention to detail and drive to create the best possible product make him a rare and valuable asset to any technology effort." *July 1, 2005*

**William Blackburn**, *Team Lead, Senior Developer, Goldengate Software*  
worked directly with Ramon at GoldenGate Software

"I have worked for Ramon many times & his creativity, dedication, hard work & sense of fun is infectious! His executive leadership & vision always allowed us to generate the most buzz at events, regularly winning best of show making us the envy of other exhibitors. He empowers, motivates & always gets his hands dirty setting up and working the booth with passion. Nominee: best boss hall-of-fame." *January 19, 2005*

**Jeff Kirsopp**  
reported to Ramon at GoldenGate Software

"Executive leadership, keen perception of market dynamics and superb analysis of a technology's market positioning, C-Level communication skills, executive level vision & public relations spokesperson." *January 14, 2005*

[Kaye McKinzie](#)

was a consultant or contractor to Ramon at GoldenGate Software

"In the two decades I've worked in marketing, Ramon stands out as one of the best and brightest. His command of language, superior organizational skills and ability to quickly grasp technological nuance allow him to excel on both sides of the product marketing / marcom fence. And because Ramon demands so much from himself, he elevates the standards of those around him. He's a delight to work with." *December 14, 2004*

[John Pinson](#)

was Ramon's client

### **Vice President Product Management & Marketing MetaTV**

"I worked with Ramon Chen at MetaTV, where he was the Vice President of Product Management & Marketing. His dedication and enthusiasm was infectious to any one in the company lucky enough to work with him and it was complimented by a thorough knowledge of the technology. Ramon led his team in overseeing all aspects of our brand and made sure that all of our marketing materials; be it handouts, brochures, or the web, to name a few, had a consistent message. He led the effort to create a strong presence in industry trade shows from the very beginning. He also was instrumental in establishing many of the company's core relationships; both client and partner; many of which are still maintained. With regards to the quality of Ramon's leadership, the thing that spoke loudest was the trust and loyalty he engendered in his team. Ramon is the rare person who understands how to lead." *March 12, 2009*

[Georgia Gibbs](#), *Designer, Meta TV / TVWorks*

worked with Ramon at MetaTV

"As a member of Ramon's team for two years, I can vouch for his creativity, his leadership, his technical savvy and his ability to fuse the disparate pieces of a marketing team into a cohesive whole. I recommend him highly, and would welcome the opportunity to work with him again." *November 2, 2004*

[James Gold](#), *Product Manager/Solutions Marketing Manager, MetaTV*

reported to Ramon at MetaTV

"I have worked closely with Ramon for years, both at Synon/Sterling and at MetaTV. I sought out Ramon to bring him to MetaTV because of my past experiences with him. Ramon is a dedicated professional, bright, creative, and very effective. Ramon was also a great leader, inspirational within the company, and a key part of the executive committee that built and operated MetaTV." *October 27, 2004*

[John Carney](#), *CTO, TVWorks*

worked directly with Ramon at MetaTV

"Ramon possesses a rare combination of technical expertise, marketing savvy and results-oriented leadership ability. He directed our team to numerous key company wins and provided invaluable coaching and mentoring. Ramon is not only a brilliant and visionary businessperson, but also a dynamic and talented speaker." *October 26, 2004*

[John Bartlett](#), *Manager, Network Operator Marketing, MetaTV*

reported to Ramon at MetaTV

"Ramon's innovation & vision enabled MetaTV to stand out as a leader in a crowded emerging space. He defined & created a brand admired industry-wide, permeating those values throughout the company with drive & enthusiasm. His leadership in marketing & prod management was key to MetaTV's success. He promotes team collaboration while encouraging individual excellence. He is an executive that delivers!" *October 26, 2004*

[Ruth Dawson](#), *VP, Engineering, MetaTV*

reported to Ramon at MetaTV



"Ramon was a thoughtful, highly intelligent, and fair manager who knew how to inspire his team of marketers at MetaTV. His passion was infectious and his expectations were always set high. I worked with him for two years, and his character and sincerity are unmatched." *October 26, 2004*

[Sarah Hull Davey](#), *Senior Account Manager, MetaTV*  
reported to Ramon at MetaTV

"While at MetaTV I was able to see Ramon's ability to direct a team and master all aspects of marketing from product strategy all the way to trade show logistics. Ramon is a team player and I really enjoyed working with him." *October 26, 2004*

[Bernard Slede](#)  
worked with Ramon at MetaTV

## **Director Product & Services Marketing** **Evolve Software**

"Ramon was fantastic to work with! His deep technical expertise combined with a very effective marketing approach combined to make an unbelievably effective person. He had that ability to paint a compelling vision and give you the comfort that it was entirely real." *April 21, 2009*

[Kevin Mckay](#), *EDS Global Account Manager, Evolve (Evolve Software)*  
worked with Ramon at Evolve Software

"Intelligent, articulate & persuasive. Ramon possesses all three attributes in volume. His skills in product management, marketing and his ability to work with engineering organization are exceptional. He is especially skilled in articulating how the product his team helps build will specifically meet the market needs. While working with him at Evolve, I was constantly impressed by his dedication and technical knowledge of the product. Ramon is clearly destined for executive management. I highly recommend him to any best-in-class organization." *May 23, 2007*

[Andrew Tahvildary](#), *Director of Engineering, Evolve Software, Inc.*  
worked with Ramon at Evolve Software

"Ramon has an incredible combination of contemporary marketing and technology skills. This combination along with his work ethic, drive and personality make him a very valuable asset." *June 15, 2005*

[Art Brault](#)  
worked with Ramon at Evolve Software

"Ramon is one of the best. His broad skill set is applicable to many software market opportunities. Strengths include: creating cogent product, market penetration & differentiation strategies; positioning new solutions in emerging markets; strong teamwork with sales & engineering; excellent communication skills; highly productive; outstanding mentor of employees & partner with peers." *January 19, 2005*

[Mark Davis](#), *President & CEO, CreekPath Systems*  
managed Ramon at Evolve Software

"Being in sales, I needed a host of items to drive opportunities. Ramon was always there and delivered tools quickly and with great quality. I engaged Ramon in as many sales cycles as I could as he came across with incredible credibility on the market, solution, and business challenges that we solved. Several colleagues joined Evolve because of their conversations with Ramon." *January 14, 2005*

[Steve Boskin](#), *National Director, Technical Sales, Evolve Software*  
worked with Ramon at Evolve Software

"I worked for Ramon at Evolve, and he remains the gold standard for me in leadership and mentoring. He demonstrates strategic, managerial and operational skills in equal abundance. Ramon drove the articulation of the company's vision; inspired and focused a staff who had a range of managerial needs; and got every group to consistently articulate the vision, value and differentiation of the company." *October 23, 2004*

[Todd Enders](#), *Senior Product Strategist, Evolve Software*  
reported to Ramon at Evolve Software

**Director Product Management & Marketing**  
**Sterling Software**

"Ramon is a very dedicated and seasoned marketing professional who understands what it takes to grow high technology businesses. He's a very creative leader and can not only leap ahead of everyone with new ideas and future vision, but can also drill down to fine detail on all aspects of a business. He fundamentally let the product management and marketing team at Sterling software in creating and executing a value oriented marketing plan. His experience and management style made him an excellent coach for the marketing team while having fun to work with. I would happily recommend Ramon in the future to any organization considering him." *August 12, 2007*

[Yamina PERROT](#), *Customers and Marketing Manager, Computer Associates (formerly Sterling Software)*

worked directly with Ramon at Sterling Software

"RAMON is a great guy and wonderful co-worker he added value to everything that he worked on. Bill" *August 9, 2007*

[William Yeack](#), *CSE, VP Sales and Marketing, Synon*

managed Ramon at Sterling Software

"Ramon's ability to translate technological advancements into useful marketable and saleable business benefits is a key attribute that has served him well during the time I worked with him. This skill enabled Ramon to earn respect and trust as a product champion not only in support of company marketing and revenue objectives, but also in serving the interests of the customer community that used the products he was responsible for. When you roll all these factors together, you see a picture of an individual with leadership qualities that will invigorate and accelerate any business fortunate enough to have him." *August 6, 2007*

[Julian Alfred](#), *International Marketing Manager, Sterling Software (Synon)*

worked with Ramon at Sterling Software

"Ramon is an incredibly intelligent and highly creative individual. His ability to bridge the chasm between highly technical concepts and business/marketing is unique. I give my highest level of recommendation to anyone considering Ramon." *August 5, 2007*

[Alan Zwiren](#), *Director Business Development, Synon*

managed Ramon indirectly at Sterling Software

"Ramon was key to the Sterling acquisition. Ramon built the Synon brand synonymous with quality & excellence. His creative brilliance, organization & presentation effectively promoted Synon in diverse fora - at one such conference, Ramon hosted Sterling executives & built a compelling case for Synon. Ramon continued this trend by successfully defining and launching multiple Sterling product brands." *October 28, 2004*

[David de Andrade](#), *VP, MetaTV*

worked with Ramon at Sterling Software

"Ramon is one of the most talented, hardworking & professional colleagues I have ever worked with. His passion, drive & creativity make him an invaluable asset to any organization. As a marketing exec he ranks among the brightest & best in his field. If you are considering work with, for, or have an opportunity to bring Ramon into your organization I would recommend you do so without hesitation." *October 26, 2004*

[Wasim Ahmad](#), *Director, Products, Sterling Software*

reported to Ramon at Sterling Software

**Director Product Management & Marketing**  
**Synon**

"Well, what can I say, other than Ramon is one of the absolute best software developers I have ever worked with. I'm sure Ramon is equally successful in his managerial roles also!" *February 26, 2008*

[Chris Jewell](#), *Independent Consultant (with Korasoft Inc.), Infosec, Inc*  
worked directly with Ramon at Synon Inc.

"Ramon brought enthusiasm, with evangelical zeal to the product management and marketing group he led at Synon. Additionally, he was very successful in building lasting relationships with the sales and delivery organizations, which is critical to a product management organization." *February 11, 2005*

[Jim Chamberlain](#), *Regional General Manager, Synon*  
worked with Ramon at Synon

"I worked at IBS, the Synon distributor in Sweden. At Distributor meetings and User Conferences Ramon was an excellent speaker. His product presentations (often in cooperation with Wasim) were always impressive and unexpected. He was so enthusiastic, lots of ideas of how to make the products better. Ramon did an excellent job in assisting me as a Synon partner. I can really recommend this guy!!" *February 9, 2005*

[Christer Ahlstedt](#)  
was with another company when working with Ramon at Synon

"Ramon put together numerous marketing campaigns while in this role, and always managed to excite both employees and customers with his innovation and energy. His ability to focus on customer needs and priorities helped drive the development of excellent products that truly satisfied the marketplace." *February 2, 2005*

[Connie Mace](#), *Software Engineer, Synon, Inc*  
worked with Ramon at Synon

"Outstanding Professional. Understands wide range of technologies and is able to relate them to customer needs and business opportunity. Excellent leadership skills. Highly motivated with great communication skills." *January 31, 2005*

[Rich Goldberg](#), *CEO, Synon*  
managed Ramon indirectly at Synon

"Ramon brought energy, creativity, and enthusiasm to his role in heading up product management and marketing while at Synon. Under his leadership, we launched a very successful new product (Obsydian), and won "Best of show" four years in a row for our unusual and entertaining displays at the AS/400 show COMMON. He's an asset to any company that he's with!" *January 17, 2005*

[Keith McInish](#), *Vice President, Professional Services, Seagull Software*  
worked with Ramon at Synon

"Ramon and I worked together for six or so years at a startup, high energy software company. During his time there he moved from being a developer to a senior position working in Sales and Marketing. Ramon always went the extra mile and showed the talent, commitment, ownership, consideration and creative initiative that makes for the kind of employee that adds value to the bottom line." *January 17, 2005*

[Paul Powell](#), *Sr. Technical Support Representative, Synon, Inc.*  
worked with Ramon at Synon

"Ramon is brilliant! He is one of those rare individuals who has mastered both the business and the technical aspects of the computer industry. He has great vision; is creative, energetic and solutions oriented. He is an excellent motivator and a great team player. One of the most talented people with whom I've ever worked." *January 16, 2005*

[Lisa Pascetta](#)  
worked with Ramon at Synon

"Ramon's technical depth and marketing savvy helped establish Synon as an industry leader in delivering advanced technologies. His enthusiastic transfer of technical know-how was engaging and inspirational. The marketing tools his team provided were creative and effective in a difficult selling environment. It was a pleasure knowing and working with Ramon. Great guy, exceptional talent, great fun." *January 15, 2005*

[Pete Isaksson](#), *Sales Engineer, Synon Inc*

worked with Ramon at Synon

"Ramon is that rare employee who combines technical expertise, people skills & management skills. He is at ease with a technical audience & a Board of Directors. Ramon was a key technical architect of Synon products. He continued his excellence in the Product Management & Marketing dept. His intimate knowledge of products & customers allowed him to direct decisions of product strategy with confidence." *January 15, 2005*

[Jane George](#), *Senior Technical Support Specialist, Synon*

worked with Ramon at Synon

"Ramon is creative, intense, thorough. He is comfortable and effective with clients, analysts, staff, peers, and execs. He sees and can address everything from the big picture to the details. His power is quiet and strong." *October 25, 2004*

[Michael Ehling](#), *Marketing & Consulting, Synon*

reported to Ramon at Synon

"I worked with Ramon during the development, test and release of the Allfusion 2E (aka Advantage 2E, COOL:2E and Synon/2E) product as a development partner with Synon and Sterling Software. During that time Ramon championed and guided the product line providing valuable technical and management expertise to deliver exceptional value to the toolset." *October 24, 2004*

[Darryl Millington](#)

was with another company when working with Ramon at Synon