

YOUR NAME

Contact Information Here

Global Learning & Talent Development Executive

*Superior record of garnering global buy-in for innovative, mission-driven solutions that **catapult employee engagement and optimize leadership development of high potentials to generate substantial bottom-line results***

Agile, ROI-driven leader delivering best-in-class learning and talent-development strategies. Passionate "hands-on" instructional designer; excel in developing L&D solutions for businesses with complex needs and diverse stakeholders.

- Selected to play key role in the L&D culture transformations of such industry leaders as Pfizer, IBM/Cognos, Cigna, and The Hartford.
- Nationally recognized for developing 2 corporate universities from the ground up, becoming profit centers through innovative programming, aggressive marketing, and results-oriented metrics.
- Effective in developing customer-facing education systems that outpace the competition.

Signature Strengths:

- Short-/Long-Term Strategic Initiatives
- Learning Management Systems (LMS)
- Innovative Blended Learning Technology
- Commercial Capability Development
- Performance Management Analytics
- Career Development Strategies
- High-Potential Development
- Learning Agility/Talent Assessment
- Employee Engagement
- Digital Transformation
- Communications/Branding
- Matrix Environments

Professional Experience

THE ABC COMPANY | New York, NY

2015–Present

Global Leader in marketing and media information.

VICE PRESIDENT, GLOBAL LEARNING LEADER

Lead 90-member, enterprise-wide L&D team | Budget management: \$13M

Recruited to develop global training and talent organizational design strategy for 55,000 associates, centralizing 25 disparate teams with 350+ FTEs utilizing 16 versions of a LMS. Spearhead talent management, leadership development, role-specific training, and curriculum management.

- Defined and implemented a Global Center of Excellence for delivery of globally consistent curriculum; received 4 awards for program excellence.
- Transformed vision and mission of Global Learning Organization and ABC's client learning services; drove customer value through enhanced technology delivery, tailored content, and key partnerships.
- Designed and managed strategy and framework for measuring ROI of L&D initiatives.
- Architected transformational sales training strategy focused on driving client engagement and enhancing sales performance.
- Developed targeted, role-based curriculum for key positions and provided learning tracks for all associates to enable achievement of personal and professional development goals.

ABC PHARMACEUTICALS, INC. | New York, NY

2010–2015

Largest biopharmaceutical company in the world, with revenues of \$65B and 110,000 employees in 150 countries.

Director, Global Talent Capability & Engagement

Lead 60-member, enterprise-wide L&D team | Budget management: \$11M

Created and implemented global talent initiatives to enhance talent capabilities; partnered with business leaders to instill a pervasive learning culture strategically aligned with ABC's objectives. Designed and developed talent and organizational effectiveness strategies and initiatives for 45,000 managers and high potentials.

ABC Pharmaceuticals, Director, Global Talent Capability & Engagement, *continued*

- Created 2-pronged process for building robust pipeline of leadership talent and implemented fundamental shift in strategy, content, and structure—the first revision to leadership development approach in 12 years.
- Built 3-day Senior Leader Excellence acceleration program designed to create a leadership pipeline.
- Architected global L&D strategy focused on results, eliminated redundancies inherent in a decentralized model, and linked competencies to new corporate-wide management initiative.
- Developed and implemented Investment Training Tool that provided crucial ROI data to link all L&D spending to business objectives and metrics.
- Played key role in designing and rolling out global change-management strategy to support multiple, large-scale acquisitions; developed learning tools and blended learning strategies to drive process.

DEF / GHI COMPANY | Ottawa, ON

2007–2010

World's largest technology and professional services business.

Senior Global Leadership Effectiveness & Talent Development Leader

Drove global organizational development and senior leadership initiatives, partnering with senior executives and sales leaders on change management, sales training, and high-potential talent development.

- Led 2-year training initiative for 500 Eastern European business leaders and their teams to drive change management, team alignment, and matrix management; received top scores for program effectiveness.
- Enhanced sales management pipeline by defining leadership competencies and designing an accelerated leadership development program.
- Created high-potential identification, development, and engagement process that provided global stretch assignments, cross-cultural opportunities, and mentoring with senior corporate leadership.

BIG INSURANCE RETIREMENT & INVESTMENT SERVICES | Hartford, CT

2005–2007

Fortune 500 company with 3,500 employees and 1.6M customers.

Vice President, Talent Management & Participant Education

Collaborated with sales to market Leadership Academy as a competitive differentiator, providing prospective clients with metrics and case studies to support decision-making. Delivered programs for executive coaching, high-potential development process, and individual leadership development plans.

- Created participant-learning center to deliver financial education to 1.3 million customers and 2,000 internal employees, receiving industry's highest award for Investor Communication and Education.
- Designed an interactive, adaptive-learning system that provided customers with financial education and direct access to make immediate decisions on their investments, which was awarded "Best Plan Participant Education Platforms and Tools" by *Plan Advisor Magazine*.
- Implemented automated trainer management system that saved \$800K in year 1 and \$4.2M over 3 years by decreasing travel and related expenses while enhancing trainer satisfaction and engagement.

Education

CENTRAL CONNECTICUT STATE UNIVERSITY — **Bachelor of Arts (BA), English & Education**