

Summary

Experienced learning strategist and consultant with a solid track record of success in the design and implementation of technology-enabled transformation and employee development solutions, for large organizations. Key expertise is initiating research into and then deployment of, projects using new technologies for learning, as well as, using innovative approaches to the development of an organization's human capital. Recognized as an industry thought leader for innovative learning and development of learning strategies with contributions in industry publications, conference presentations and posts to social networking groups.

Professional Experience

The Regis Company: 2013 to Present

Senior Learning Strategist

2012 to present

Responsible for consulting and leading executive sessions to determine firm-wide learning strategies for large, global organizations. Applies new thinking for organizational development business transformation by focusing on mental model shifts required of the organization. Lead research and design efforts for development of learning eco-systems for design and development of learning objects optimized by learning modality. Have consulted with several large professional services firms to optimize their curriculum with blended learning strategies, innovative technologies and identification of learning duplication/overlap. Lead the organization's efforts for being recognized by the industry resulting with winning numerous awards over the past two years.

ACS Learning Services, a Xerox Company: 1994 to 2012

17 year history in learning and consulting with the five iterations and mergers of the same company beginning with International Learning Systems, to Teach.com, to Ernst & Young, to ACS and now the present day ACS, a Xerox company.

Director of Innovative Learning Solutions

2009 to 2012

Responsible at an executive level for the initiative at ACS Learning to help foster an environment of innovation. Also sit on executive innovation and social media councils for both ACS and Xerox. Three-quarters of the learning organization is active on internal NING and also Yammer site. Result is new capabilities in multiple 3D virtual worlds, iPad delivery, multiple mobile delivery formats, video streaming from a cloud server, dynamic learning portals, and QR tags for learning. Lead client research projects such as learner preference and propensity to use technology in learning, use of gaming in organizational development, consulting on m-Learning strategy, consulting on 3D virtual world strategy, consulting on learning portals, and consulting on use of Web 2.0 strategies and informal learning tools. Support pursuit of new business by presenting innovation successes and capabilities. Organize and contribute to awards applications, as well as, contribute to solution design on proposed business. Provided thought leadership through participation at conferences and also bylined articles in industry publications.

Learning Strategist

2007 to 2009

Responsible for learning transformation initiatives such as startup of the first BPO (business outsourced) learning team. Worked with organizations at an executive level for establishing learning

governance to ensure alignment between learning and the business. Initiated research projects for 3D virtual worlds, mobile learning, capabilities in unusual webcast and Skype platforms, micro-blogging for learning and use of Sharepoint as a learning collaboration tool. Support pursuit of new business by presenting innovation successes and capabilities. Organize and contribute to awards applications, as well as, contribute to solution design on proposed business. Provided thought leadership through participation at conferences and also bylined articles in industry publications.

Senior Instructional Designer

2001 to 2006

Responsible for design and development of large scale transformation initiatives. Key successes were numerous complex, high-fidelity simulated learning events. Also pioneered the design and development of the firm's first web-based course. Created online and board games for learning.

Instructional Designer

1994 to 2000

Responsible for design and development of transformation initiatives and traditional learning objects. Key successes were numerous complex, high-fidelity simulated learning events. Also pioneered the design and development of the firm's first CD-Rom course. Created numerous board games for learning.

Commercial Lending: 1978 to 1992

16 year history in commercial lending with three different organizations

US WEST- Financial Services: Director of Project Finance

Sourced, lead risk analysis, proposed and lead due diligence and documentation for tax-oriented project finance transactions including oil refineries, steel mill, waste processing and co-generation facilities.

US WEST - Financial Services: Commercial Leasing Officer

Sourced, lead risk analysis, proposed and lead due diligence and documentation for tax-oriented capital equipment leases on transportation, food processing, and mining equipment.

Cargill Inc. - Leasing: Commercial Leasing Officer

Sourced, lead risk analysis, proposed and lead due diligence and documentation for tax-oriented capital equipment leases on transportation, food processing, and mining equipment.

Mason-McDuffie Mortgage Lending: Loan Officer

Sourced residential home loan financing.

Educational Experience

University of Arizona: B.A. in Journalism major and Sociology minor. B.S. in Marketing with an Economics minor.

University of Denver: Business Administration studies with Finance specialty

Industry Contributions

Frequent speaker at CLO Breakfasts (2010-2014), CLO Symposiums, ASTD events, 3D Virtual World, DevLearn conferences, Training Industry webcasts, Masie Consortium Conferences and the

Training Tech Talk Radio Show. Attendee at additional conferences such as SALT, IITSEC, Training Industry, iPad conference, and various m-Learning conferences.

Published author in *Training Industry*, *Business 2 Business*, *Wallstreet Journal*, and regular contributions to *CLO Magazine* including 2008 Winner "Best of 2008" for Informal Learning Embracing Web 2.0 from Learning Training Outsourcing.com Frequently cited in industry research and white papers. Contributing author to book on 3D virtual worlds to be released in 2011 and contributor to *The Thinking Effect*, published 2012.