

Learning and Development Leader

Executive Development – Learning Solutions – Process Improvement

Creative, adaptable HR professional offers 24 years’ experience partnering with stakeholders throughout the organization to identify solutions to business challenges at dental manufacturing company. Provides expert learning solutions including leadership coaching to support team effectiveness. Spearheads strategic initiatives to build and nurture change management practices and spur culture change within senior leadership teams. Develops and facilitates best-in-class leadership development programming supporting company values and evolving culture. Uses a flexible growth mindset to develop lasting solutions. Currently enrolled in Master of Organizational Leadership. Willing to travel up to 50%.

KEY COMPETENCIES & SKILLS

EMPLOYEE LEARNING & DEVELOPMENT • TEAM BUILDING • WORKSHOP DEVELOPER • CAREER MANAGEMENT • WORKFORCE PLANNING • TALENT MANAGEMENT • MANAGEMENT CONSULTING • ORGANIZATIONAL DESIGN • PROJECT PLANNING • PRODUCT DEVELOPMENT • MARKETING • ADVERTISING • CUSTOMER SERVICE • RESEARCH • DOCUMENTATION & REPORTING • ART DIRECTION • GRAPHIC DESIGN • EVENT PLANNING • SHAREPOINT • SLACK • BASECAMP • GSUITE (DOCS, GMAIL, SHEETS) • ADOBE CREATIVE SUITE (ACROBAT, ILLUSTRATOR, INDESIGN, PHOTOSHOP)

PROFESSIONAL EXPERIENCE

A-DEC INC, NEWBERG, OR

09/1999 – PRESENT

ORGANIZATIONAL DEVELOPMENT SPECIALIST (07/2021 – PRESENT): Created and facilitated “Leading the A-dec Way” leadership training focusing on A-dec’s 15 values. Delivered training classes such as ‘Legal Foundations’ ‘Emerging Leaders’ and ‘Respectful Workplace’ for individual contributors. Updated performance review process including leader training and documentation. Developed talent module for 2023 Workday launch and supported it as talent admin.

Improved leader success and resilience by creating and implementing Leading the A-dec Way Leadership Development program

- Launched (2) cohorts of leaders in 2023, using a variety of content developed in-house from podcasts, HBR articles, Franklin Covey, and LinkedIn Learning content. Created materials from scratch in just 3-months
- Created leader development objectives for each leadership level from frontline leaders to senior executives
- Developed a leadership resources page and leadership library which leaders can use to access self-serve content

Supported employee development and diversity by launching employee resource groups and Women in Leadership

- Researched standards and created ERG guidelines and protocols in collaboration with Human Resources team
- Hired guest speakers to host hybrid events and worked with IT to create virtual space for optimal experience
- Supported Pride Allies group, Women in Tech, and Veterans groups while establishing program vision

Expanded enterprise systems by updating performance management guidelines during Workday launch

- Updated performance guideline matrix in collaboration with cross-functional supervisory teams
- Developed online training module and worked with instructional designer to produce training sessions
- Built out talent module in Workday to support leader and individual contributor learning and development needs

Salvaged company hiring protocols during pandemic by creating new onboarding program and onboarding 400+ staff

- Met with stakeholders to determine essential tasks needed to support strategic growth initiatives
- Fostered employee-centric design paradigm to foster relationship-building and improve hiring outcomes

- Set regular cadence of feedback surveys and improvement policies to strengthen organizational capabilities

PRODUCTION SUPERVISOR (12/2016 – 07/2021): Developed WIG (Wildly Important Goals) for department, directed WIG process, and drove team buy-in. Partnered with NPI team to launch LED basic product line. Onboarded and facilitated training for direct reports and other manufacturing areas. Coordinated delivery systems team event with 100+ people.

Developed and implemented team-building workshops to support manufacturing

- Partnered with peers to assess their team needs and brainstorm solutions
- Created training modules and facilitated activities with teams around topics like high-performing teams, DiSC, 4DX and more
- Coached and guided new facilitators helping them gain confidence to effectively lead their own activities

Bolstered employee engagement metrics by coaching direct reports to achieve promotions to higher roles

- Studied employee needs and found ways for staff to explore other roles in organization
- Provided opportunities for personnel to learn new skills and spur transformational change
- Studied organizational psychology to resolve employee relation issues and build trust within team

Set new hiring record at company by spearheading new hiring push in advance of manufacturing rush

- Architected hiring blitz schedule and weekly reporting timeline for business partners
- Authored protocols for hiring procedures to move candidates quickly through process
- Achieved full staffing for manufacturing and expanded operational capabilities

PRINT & DIGITAL DESIGNER (09/1999 – 12/2016): Crafted marketing plans and strategies, presented design options, produced and distributed assets through multiple channels, and studied effectiveness of global campaigns. Assigned daily work and conducted meetings. Designed web content, brochures, catalogs, newsletters, press releases, advertising, trade show materials, and direct mail pieces. Developed and implemented sales promotions and contests in collaboration with external partners.

Doubled cabinet sales by directing marketing launch of Inspire product line to dental professionals

- Assessed required assets and presented project plan with deliverable dates
- Coordinated vendor partners handling digital assets including photo studio work and digital room creation
- Deployed digital tool training for sales teams and assisted with launch product

Supported Schein dealer during integration with A-dec systems by creating appealing new onboarding materials

- Designed ‘Welcome To A-dec Family’ campaign and assembled team to work on related projects
- Produced brochures and support materials to help Schein reach existing customer base
- Added Schein successfully and doubled access to prospective clients across North America

Boosted sales and product visibility via development of tablet app as part of A-dec Difference Campaign

- Partnered with sales to determine critical stories, worked with video vendor to produce videos, and coordinated video shoot production schedule
- Outlined frameworks for application and created app on the fly with no formal training
- Designed display boards for 200+ dealer partners, incorporating tablet and app into display

CERTIFICATIONS

THE WOODS GROUP, WALLA WALLA, WA

KORN FERRY LEADERSHIP POTENTIAL CERTIFICATION • KORN FERRY LEADERSHIP ARCHITECT

LINKEDIN

DATA-DRIVEN LEARNING DESIGN • USING AUTHENTICITY TO BUILD PRODUCTIVE RELATIONSHIPS • INSTRUCTIONAL DESIGN ESSENTIALS: MODELS OF ID • MOTIVATING YOUR TEAM TO LEARN • CREATING A LEADERSHIP DEVELOPMENT PROGRAM •

ORGANIZATIONAL LEARNING & DEVELOPMENT • EXECUTIVE COACHING • ELEARNING TIPS • CREATING A POSITIVE & HEALTHY WORK ENVIRONMENT • THE FUTURE OF WORKPLACE LEARNING • WHAT YOU NEED TO KNOW TO GET STARTED WITH YOUR TRAINING PROGRAM • SETTING & MANAGING REALISTIC EXPECTATIONS FOR YOUR L&D PROGRAM • COMPONENTS OF EFFECTIVE LEARNING • A NAVY SEAL'S SURPRISING KEY TO BUILDING UNSTOPPABLE TEAMS: CARING

BRENÉ BROWN
DARE TO LEAD

EDUCATION

GONZAGA UNIVERSITY, SPOKANE, WA
MASTER OF SCIENCE – ORGANIZATIONAL LEADERSHIP (IN PROGRESS)

LINFIELD COLLEGE, MCMINNVILLE, OR
BACHELOR OF SCIENCE – SOCIAL & BEHAVIORAL SCIENCE