

LEARNING & DEVELOPMENT and TRAINING SPECIALIST

A 25-year track record of helping start-up & fast-growth organizations reach their goals through learning.

**Delivering results teaching product, process, soft skills, and values
for consumer goods & services, tech, healthcare, financial services, & NGO/social justice.**

Highly skilled at delivering the full lifecycle of the training and development process:

Assess needs | Design custom learning paths | Create courses & curriculum | Produce media
| Deliver training (live, remote, eCourse) | Measure progress | Build & manage global teams & projects

EXTENSIVE L&D and TRAINING EXPERIENCE

Consistently bring gains with a simple strategy: Identify the *goal & gap* and deliver a *game plan* that brings *results*.

- 1. Learning & Development Consultant for communication skills** **2022-2024**
 - Goal: Equip teams, leaders & organizations to lead, work and sell more successfully
 - Gap: Lack of communication skills and tools
 - Game plan: Design & deliver innovative presentation curriculum as live workshops, coaching and eCourse
 - Result: Improved sales and communication for clients like Valvoline, PPG and more.
- 2. Global Training Manager; Google Recruiting Operations, Randstad Sourceright** **2021 – 2022**
 - Goal: Support explosive Google growth by leading global training initiative
 - Gap: Ineffective content and lack of qualified training team for worldwide expansion
 - Game plan: Develop effective content; Hire, train, equip and lead training team located across US, India & UK
 - Result: Improved process, system and well-trained team lead to successful rollouts in US, APAC & EMEA.
- 3. Learning & Development Consultant and Trainer for leadership communication** **2015 - 2022**
 - Goal: C Suite Leaders, executives and sales teams who lead better and sell more productively
 - Gap: Lack of world class communication skills and tools
 - Game plan: Design Presentable U curriculum & deliver in eCourse, video, live workshops, & C Suite coaching
 - Result: Success for clients like Goodyear, Valvoline, and thousands of students online across the world.
- 4. Learning & Communication Consultant for large group learning & communication** **2010 - 2015**
 - Goal: Informative and engaging conferences and events to educate clients and sell services on a large scale
 - Gap: Clients need proven expertise in planning, presenting, and producing large communication events
 - Game plan: Provide learning content & media, training, teams and project management
 - Result: Remarkable, profitable, educational conferences in Beverly Hills, Miami and Chicago.
- 5. Learning & Development Consultant for NGOs & social justice initiatives** **2008 - 2010**
 - Goal: Help fast-growing humanitarian organizations help more people
 - Gap: Learning materials for those in need and skills training to teach clients to create media on their own
 - Game plan: Start up an educational & media nonprofit (NotFar.org) to bring services to underserved sectors
 - Result: Create culturally appropriate curriculum; develop and teach The Good Media School to teach NGOs to raise awareness and funds in India, Ecuador, South Africa, and US.

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EXTENSIVE L&D and TRAINING EXPERIENCE (continued)

Consistently brings gains with a simple strategy: Identify the *goal & gap* and deliver a *game plan* the brings *results*.

6. Learning Consultant for organizational growth & change management**1998 - 2008**

- Goal: Revamp sales and change strategies for global organizations to manage their high growth
- Gap: Growth outstripping knowledge and skills; cultural challenges; competing goals and agendas
- Game plan: Provide trusted curriculum, training, media, and conferences; Build client relationships
- Result: Acceptance & implementation of consistent processes, resulting in increased sales and growth for clients like Timberland, Reebok, Woolrich, ECCO in multiple countries and cultures.

7. Founder & President, training company**1993 - 1998**

- Goal: Help organizations harness and implement new technologies to transform their businesses
- Gap: Need for enterprise-wide upgraded technology skills and evolved processes
- Game plan: Start up an innovative company to teach organizations how to “take technology to task”
- Result: A training company that leads enterprise-wide initiatives to upgrade organizational productivity in clients like Timberland, Exeter (NH) & York (ME) hospitals, Dunkin Donuts and more.

OTHER L & D SKILLS & EXPERIENCE OF NOTE

- Global success: Learning projects in 22 countries achieving effective, culturally relevant learning
- Specializes in start-up and high-growth environments; entrepreneur mindset
- Trainer of thousands via live classroom, virtual, hybrid and video
- Highly adaptable to learner needs and styles
- Outstanding communication and facilitation skills (listening, presentation, writing, editing)
- Innovative and creative problem solver, achieving learning goals in challenging environments
- Strong interpersonal communication and cross-team collaboration skills
- Tech-savvy: Thrive in tech-focused and tech-forward environments
- Knowledgeable in adult learning theories and able to reach learners of all abilities
- Skilled in ADDIE, Agile and SAM design systems
- Published author: Blogs, newspaper articles and two books
- PowerPoint and presentation skills expert
- Course developer (see [Presentable U eCourse](#) as example)
- Learning Management System experience
- Develop learning materials with Camtasia and other tools
- Strong proficiency in MS Office (Word, Excel, Outlook, etc.) Google Workspace, and many other tech tools
- Experienced in video shooting, editing, production and leading media production teams
- BA English, Nyack College

FOR PROJECT DETAILS AND EXAMPLES OF WORK, PLEASE GO TO:

<https://vaydapro.com/portfolio>