

# BRENT COLESCOTT, M.Ed.

Chief Learning Officer · VP Learning & Development · Global L&D Transformation

AI-Enabled Learning Strategy · HCM & HR Tech Leadership · Workforce Transformation · Revenue-Generating L&D

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## EXECUTIVE PROFILE

Transformational learning executive with 20+ years leading enterprise learning, talent development, and learning operations across HR tech, SaaS, energy, and global enterprise environments. Known for connecting learning strategy to measurable business outcomes, including opening \$80M+ in sales pipeline, reversing a \$400K operating loss to profitability, and scaling learning impact across 130,000+ employees globally.

Recognized thought leader and keynote speaker with visibility across ATD, CLO Symposium, Tech HR India, and Beyond HR Forum, and published contributor to Chief Learning Officer, Training Industry, and HRCI. Brings a rare blend of strategic vision, operational rigor, stakeholder influence, and commercial orientation to enterprise learning transformation.

<b>\$80M+</b> <b>Sales Pipeline</b> Opened via Fortune 500 L&D consulting	<b>\$400K → Profit</b> <b>Financial Turnaround</b> Reversed loss to profit in 12 months	<b>129% YoY</b> <b>LMS User Growth</b> After comprehensive platform overhaul	<b>775%</b> <b>Content Scale</b> Increased development in a single year
<b>130,000+</b> <b>Employees Impacted</b> Across global learning ecosystems	<b>80%</b> <b>Sales Win Rate</b> Achieved through L&D strategy	<b>50% Lift</b> <b>Training Consumption</b> For 30,000+ employee workforce	<b>&lt;12 Months</b> <b>Platform Built</b> eUniversity: 100K users from scratch

## CORE COMPETENCIES

- ◆ Global L&D Strategy & Operations
- ◆ AI-Enabled Learning Ecosystems
- ◆ Talent Management & Succession Planning
- ◆ Skills-Based Learning Architecture
- ◆ Organizational Development
- ◆ Change Management at Scale
- ◆ P&L Ownership & Budget Management
- ◆ HCM Platform Expertise
- ◆ Learning Experience Platform (LXP)
- ◆ Instructional Design & Curriculum Dev.
- ◆ Workforce Analytics & People Data
- ◆ Extended Enterprise & Customer Education
- ◆ Digital Transformation & Tech Adoption
- ◆ Executive Stakeholder Management
- ◆ High-Performance Team Leadership
- ◆ Sales Enablement & Revenue-Linked L&D
- ◆ Vendor Strategy & Contract Negotiation
- ◆ Global Delivery (NA, APAC, EMEA)

## PROFESSIONAL EXPERIENCE

### ADP (Formerly WorkForce Software) — Remote, Global

June 2023 – Present

#### *Vice President, Learning & Development — Global L&D Operations*

Led global L&D strategy, enablement, and learning operations for a \$2M portfolio spanning customer education, partner certification, and internal workforce development.

- Reversed \$400K departmental loss into \$25K profit within 12 months through strategic stakeholder negotiations, operational restructuring, and revenue recovery initiatives — demonstrating CFO-level financial stewardship in an L&D context.
- Drove 129% year-over-year growth in LMS user activity following comprehensive platform overhaul; redesigned learning architecture to improve skills-based learning pathways and workforce analytics visibility.
- Scaled content development output by 775% — from 6 hours in 2023 to 47 hours in 2024 — by implementing agile instructional design methodology and AI-assisted content development workflows.
- Transformed fragmented department into a recognized high-performance unit in under 12 months by establishing accountability frameworks, succession planning processes, and a continuous learning culture.
- Built and mentored a high-performing L&D team; introduced 'Good News Friday' recognition practice that measurably improved employee engagement and retention.

### SumTotal Systems, LLC — Remote, Global

July 2015 – February 2023

#### *Senior Director, Global Business Strategy & Transformation*

*Promoted from Director, Business Strategy & Transformation (FY2016)*

Led strategic consulting engagements empowering Fortune 500 clients to optimize learning and talent ecosystems using technology, data, and people analytics. Served as executive liaison between sales leadership, product development, and global enterprise clients across NA, APAC, and EMEA. Championed AI-enabled learning strategy adoption across the client portfolio.

- Generated \$80M+ in new sales pipeline by delivering high-impact L&D consulting to Fortune 500 clients — directly correlating learning strategy to measurable business outcomes and revenue growth.
- Achieved 80% sales win rate and 15% increase in average deal size by developing innovative talent management frameworks and mentoring solution architects on value-based selling.
- Spearheaded development of the Learning & Talent Maturity Framework Diagnostic Tool — enabling enterprise organizations to benchmark digital L&D maturity, identify skills gaps, and align workforce development to business strategy.
- Certified 40 solution architects; integrated succession planning and organizational development content into enterprise client engagements.
- Grew inbound marketing-qualified leads by 40% by repositioning L&D thought leadership content for the AI-enabled learning era.
- Produced single-day virtual customer conference attracting 500 participants with 90% engagement — a benchmark for extended enterprise learning event design.
- Delivered keynote presentations at ATD, CLO Symposium, Tech HR India, and Beyond HR Forum — establishing a leading external voice in AI-enabled workforce learning.

### Noble Energy — Houston, TX

January 2014 – April 2015

#### *Information Technology Training Manager*

Designed and delivered enterprise training programs accelerating technology adoption and workforce effectiveness across business units in the energy sector.

- Led change management initiative supporting Oracle HCM system upgrades — significantly reducing transition friction and establishing standardized training protocols enterprise-wide.
- Expanded employee development resources by integrating 500+ Skillssoft online learning titles into the Oracle Learning Management (OLM) system, increasing self-directed learning consumption by 35%.

### Waste Management, Inc. — Houston, TX

February 2011 – January 2014

#### *Manager, Learning Management Systems*

Oversaw full LMS administration and optimization for one of North America's largest workforces — driving learning technology adoption, workforce analytics integration, and skills-based training delivery across 30,000+ geographically dispersed employees.

- Increased total training consumption for 30,000+ employees by 50% through redesigned LMS architecture and contextually relevant learning pathways.

- Exceeded participation targets by 20% for college reimbursement marketplace program — supporting employee education investment and improving voluntary retention.
- Piloted pioneering tactile driver training program at Waste Management's National Driver Training Facility — a 10-acre course that set a new standard for blended learning design, impacting 100+ weekly graduates.
- Implemented third-party vendor integrations and secured strategic platform agreements to expand digital learning catalog and improve workforce analytics reporting.

## Insperty (Formerly Administaff) — Kingwood, TX

May 2004 – February 2011

### Manager, Performance Support Systems

*Progressive roles: Project Manager → Application Manager → Product Manager → Manager, Performance Support Systems*

Served as Product Manager for Insperty's enterprise learning program — owning platform strategy, vendor management, contract negotiations, and the end-to-end learning experience for one of the country's largest professional employer organizations.

- Built eUniversity — Insperty's first enterprise online learning platform — from the ground up in under 12 months, serving 100,000+ worksite employees and establishing the company's digital learning foundation.
- Produced Sales Talk Radio, a weekly broadcast engaging 1,500+ business advisors — demonstrating early mastery of content strategy and digital communication at enterprise scale.
- Won WebEx's Innovator of the Year Award for pioneering enterprise-level virtual instructor-led training (VILT) integration at scale.
- Drove sales growth by positioning the online learning platform as a key differentiator in client acquisition — directly linking L&D investment to revenue outcomes.

## EDUCATION & CREDENTIALS

**EDUCATION** Master's Certificate, Information Technology Project Management | The George Washington University

Master of Education (M.Ed.), Administration & Information Systems | Plymouth State University

Bachelor of Arts, Political Science | Texas State University

**CERTIFICATIONS** CXO Transform: Digital Business Transformation Management | 5-Day Digital Business Transformation Challenge

**RECOGNITIONS** Skillsoft Learning Leader of the Year | WebEx Innovator of the Year | WorkForce Software & SumTotal Club Qualifier | Skillsoft Outstanding Contributor Award

**BOARD LEADERSHIP** Executive Board Member & Former Chairman (2008–2015), Humble ISD Education Foundation | Board Member (2013), Lake Houston Area Chamber of Commerce

**PUBLICATIONS** Chief Learning Officer Magazine | Training Industry | HR Certification Institute (HRCI) | brentcolescott.com