

Brent Colescott

bcolescott@icloud.com • www.brentcolescott.com
<https://www.linkedin.com/in/brentcolescott/>
Houston, TX 77346 • 281-638-1483

Digital Learning Transformation Executive

Highly motivated and accomplished Digital Learning Transformation Executive with a career emphasis on future innovation strategies to further development programs. Exceptionally skilled in demonstrating innovative and creative thinking to leverage valuable solutions to reach targeted outcomes and internal goals. Proven ability to think critically and execute ideas across organizations utilizing strong interpersonal skills to align talent with goals to create stunning and comprehensive digital learning solutions that deliver transformative action steps to clients.

Areas of Expertise

- Digital Learning Strategies
- Global Digital Transformation
- Empowering Employees
- Vendor Contract Negotiations
- Key Performance Indicators (KPIs)
- Consulting & Advising
- Product Innovation & Enhancement
- Competitive Analysis
- Process Improvements
- Learning Management Systems (LMS)
- Performance Management
- Leadership & Training
- Technology Transformation

Technical Skills: SumTotal | Skillsoft | Learning Management System (LMS) | WebEx | Microsoft Teams | Oracle | Cornerstone OnDemand | Salesforce

Accomplishments

- Creation and delivery of Online Learning Maturity Model Diagnostic Tool (SumTotal).
- Development of Pilot Waste Management Driver Training Facility (WM) digital training solutions for blue collar employees.
- Leading-edge implementation and integration of new Learning Management System and Virtual Meeting platforms at Administaff (1999) before industry-wide adoption.

Career Experience

SumTotal, Remote - Global

2015 – Present

Senior Director, Global Business Strategy & Transformation

Support 50/50 split between internal sales team and external customers to lead planning and delivery of strategic consulting engagements leveraging core capabilities in technology, data, and analytics for approximately \$80M in new sales opportunities. Identify learning objectives and partner with global Fortune 500 Enterprise clients to reach objectives. Strategized with Sales Leadership on trend analysis to compete in tight markets by utilizing forward-thinking practices. Mentor and lead junior strategy and transformation leaders. Ensure delivery of meaningful client value through a mix of best-practice solutions, skills, capabilities, and innovation.

- Spearheaded Online Learning Maturity Model Diagnostic Tool to allow organizations to measure learning and talent digital maturity.
- Produced single day online customer conference / event for 500 customers attaining 90% engagement.
- Achieved 80% success rate in sales wins and 15% increase in average deal size.
- Presented and served as keynote at multiple global industry events, including Tech HR India, Beyond HR Forum, ATD, and the CLO Symposium.
- Certified 40 Solution Architects on custom developed curriculum for strategic sales.
- Increased inbound marketing qualified leads by 40% due to updating industry talking points and product scripts.

...continued...

Noble Energy, Houston, TX
Information Technology Training Manager

2014 – 2015

Advised business units by developing, facilitating, and supervising training programs for employees. Assessed business needs and implemented training and development plans in accordance with forward-thinking goals. Facilitated wide variety of training programs to enhance the effectiveness of the workforce.

- Identified, sourced, and configured the addition of over 500 new Skillsoft online learning titles through Noble's Oracle Learning Management (OLM) system.
- Established common content development standards for uniform adherence to organizational goals.
- Initiated new Change Management processes to support user adoption of Oracle upgrade.

Waste Management, Houston, TX
Manager, Learning Management Systems

2011 – 2014

Optimized Waste Management's Learning Management System and performed administrative oversight, including the creation of educational activities and management of user enrollments, program pages, registration, security permissions, and integration with third-party tools. Executed vendor agreements with Software as a Service (SaaS) providers, third-party content suppliers, consultants, and universities. Collaborated with internal teams to ensure adherence to guidelines, address changing program needs, and implementing new features. Identified and implemented innovative technology solutions to achieve learning objectives.

- Increased overall training consumption for 30k employees by 50% through contextually relevant landing pages.
- Spearheaded the implementation of new learning technology solutions embedded in programs and systems to achieve organizational objectives.
- Pioneered college marketplace reimbursement program to empower employees to pursue higher education, exceeding program goals by 20%.
- Initiated touch-based training program at National Waste Management Driver Training Facility.

Insperty/Administaff, Kingwood, TX
Manger, Product Manager, Application Manager, Project Manager

1999 – 2011

Supervised vendor relationships, contract management, operations, user support, and marketing strategies for Administaff online training program. Exceeded project and product goals within the organization as online training program leader.

- Championed creation of new virtual meeting channel to train over 25k employees online.
- Architected and laid foundation for Insperty Online Training and Virtual Instructor-Led Training Program.
- Produced Internal "Sales Talk Radio" weekly live program nationwide for over 1,500 Business Advisors.

Education

Master of Education, Administration
Plymouth State University, Plymouth, NH

Bachelor of Arts in Political Science
Texas State University, San Marcos, TX

Awards

Outstanding Contributor Award, SumTotal
Volunteer of the Month, Administaff
Learning Leader of the Year, Skillsoft
Innovator of the Year, WebEx
Technology Solutions Employee of the Quarter, Administaff