



2015 EMERGING TRAINING LEADERS

These 25 training professionals sparked their organizations with stellar leadership skills, business acumen, and innovation.

BY LORRI FREIFELD

Spectacular. Impressive. Dazzling.

These are words often used to describe fireworks displays, but they also apply to our 2015 Emerging Training Leaders. Their ideas and leadership light up their organizations, sparking innovation and success that cascades throughout their companies.

These 25 Training professionals have been in the industry for two to 10 years and have demonstrated exceptional leadership skills, business savvy, and training instincts. All Emerging Training Leader (ETL) candidates had to be nominated by co-workers or industry peers. *Training* Editorial Advisory Board members and I judged the nearly 60 nominations and chose the 25 winners based on the following factors:

- Have been in the training industry for a minimum of two years but no more than 10 years
- Took on at least one new responsibility in the last year
- Successfully led a large-scale training/learning and development initiative within the last year that required management/leadership of a group of people and resulted in the achievement of a corporate strategic goal (with results provided for Kirkpatrick Levels 1-4)
- Demonstrates the following specific leadership qualities (with specific results): acts as a mentor/coach, adopts new technology, collaborates, communicates often and effectively, embraces and adapts to change, empowers employees, fosters employee/team recognition, has a global mindset, innovates, inspires trust, provides feedback, sets an ethical example, thinks strategically and outside the box
- Has the potential to lead the Training or Learning & Development function at an organization in the next 10 years

On these pages, you'll find in-depth profiles of the Top 5 Emerging Training Leaders (listed in alphabetical order), plus shorter profiles of the other 20 Emerging Training Leaders. We also created a "To Watch" list, which features five up-and-coming professionals who didn't receive an award this year, but are on their way to becoming future Emerging Training Leaders.

"This year's Emerging Training Leaders are extraordinary," says ETL Judge Ross Tartell. "Each nominee made a significant difference in their organization by developing elegant solutions in response to complex organizational and operational problems."

Agrees ETL Judge Matthew Valencius, "It is inspirational—and terrific for the future of our profession—to read the stories of so many interesting leaders designing so much wonderful learning for their colleagues and organizations."

ETL Judge Mary Kay LaBrie says the initiatives described in the nominations show great promise. "The companies are lucky to have such great talent," she adds.

ETL Judge Graham Johnston likewise was impressed by the degree to which these leaders identified and addressed business issues and needs through learning solutions. ETL Judge Ray Green feels the candidates' work "was innovative, showed strong capability, and provided diverse solutions." And ETL Judge Nancy Lewis looks forward to seeing "what further innovative breakthroughs happen in L&D from these emerging leaders and their teams in the future."

For ETL Judge Bruce Jones, "it's exciting to see the support these individuals have from their leaders, peers, partners, and clients. It is clear these folks are making a huge difference."

The future of Learning & Development is bright in the hands of the Emerging Training Leaders, believes ETL Judge Diana Oreck. "Their passion for the discipline jumped off the nomination pages. I was greatly impressed by their innovative thinking and significant accomplishments."

ETL Judge Art Dobrucki commends the winners' dedication to learning and their own personal development. "It is encouraging to see rising talent use their knowledge and skills to improve their own organizations and even their broader communities."

2015 ETL JUDGES

- Brent Bloom, VP, Learning & Development and Organizational Effectiveness, Applied Materials
- Cyndi Bruce, Executive Director, KPMG Business School – U.S.
- Art Dobrucki, Director, Learning Strategy & Performance, University of Farmers, Farmers Insurance
- Daniel J. Goepp, Managing Director, Learning & Development, PwC
- Vicente Gonzalez, Senior Director, Global Training, MAXIMUS
- Raymond D. Green, CEO, Paradigm Learning, Inc.
- Michael S. Hamilton, former Chief Learning & Development Officer, Ernst & Young LLP
- Alison Hooker, Chief Talent Development Officer, Ernst & Young LLP
- Glenn Hughes, Senior Director, Learning & Development, KLA-Tencor
- Graham Johnston, Talent Development - Best Practices & Innovation, Deloitte Services LP
- Bruce I. Jones, Programming Director, Disney Institute
- Mary Kay LaBrie, Senior Trainer/Course Developer/OD Specialist, SCC Soft Computer
- Nancy J. Lewis, former CLO and VP, ITT Corporation, and former VP, Learning, IBM
- Diana Oreck, VP, Global Learning & Leadership Center, The Ritz-Carlton Hotel Company
- Ann Schulte, Director/Global Practice Leader, Procter & Gamble
- Ross Tartell, Ph.D., former Manager, Learning & Development – North America, GE Capital Real Estate
- Lou Tedrick, Staff VP, Workforce Development, Verizon
- Matthew Valencius, Manager, Instructional Design & Development, IBM Center for Advanced Learning
- Lorri Freifeld, Editor-in-Chief, *Training* magazine

2015 Emerging Training Leaders – 20 Winners



PAUL FINDLAY

Managing Director

Professional Development Training Pty Ltd

(30 direct reports or people managed/led)

Bachelor's, Human Resources and

E-commerce, Certificate IV in Training

and Assessment, Griffith University

8 YEARS IN TRAINING

In 2014, Paul Findlay created, managed, and launched the "Connected Classroom" in Australia, New Zealand, and the U.S. Connected Classroom includes a custom-built mobile app and custom-built Android tablets (which participants can keep after the training), in association with customized written support materials and in-course personality profiling designed to help participants become better learners and have on-demand access to support materials. As a result, Professional Development (PD) Training Pty Ltd experienced a 17 percent increase in repeat business from clients who were using the Connected Classroom and also experienced a 15 percent reduction in help desk inquiries from students. Clients have experienced up to a 50 percent higher improvement in knowledge transfer than using standard training solutions or off-the-shelf courses. Findlay also was instrumental in launching Professional Development Training in nine countries in 2014, including Singapore, Malaysia, New Zealand, Philippines, Hong Kong, the UK and U.S., South Africa, and Nigeria. Says nominator Curtis Chappell, Marketing director, Professional Development Training Pty Ltd, "Due to Paul's tenacity, drive, and entrepreneurial spirit, I believe in three to five years, PD Training will be a global leader in professional development training in at least 10 different countries with annual revenues surpassing \$100 million."