

## Training and Learning Coaching: Past Clients

Over the years, I have repeatedly been brought in to help establish training, learning, and development groups in corporate organizations. I developed a package of tools and documented processes to bring to other clients who need it. When an organization needs to build out its L&D function or take training to the next level, I am the person to contact for help.

### Past “L&D Build-out” clients:

- **Medtronic, Global Supply Chain, Knowledge Management:** Established learning & development (L&D) processes and upskilled the learning group. Scope included training and knowledge templates, documentation, intake and needs assessment, rapid design and default training design, evaluation methods, and learning management system (LMS) optimization. Implemented Degreed learning experience platform (LXP) with pilot phase, employee onboarding, L&D onboarding, change management and communication.
- **Blue Cross & Blue Shield of Minnesota:** Set enterprise L&D strategy, including virtual instructor-led training (VILT), with change management working with the BCBSM Learning Council. Selected and implemented Zoom as a VILT platform (in 2018, before the COVID pandemic) and introduced that with change management to the organization.
- **Proteus International:** Established L&D process for the consulting organization, from sales and intake to evaluation. Upskilled staff on L&D and instructional design methods. Introduced e-learning development capacity and knowledge support for learners.
- **MoneyGram International:** Built training department, processes, functions, and capability for the Risk Management business unit. Introduced e-learning development capability. Upskilled business leadership in management of learning. Upgraded use of Cornerstone OnDemand LMS. Created and implemented train-the-trainer (TTT) program for subject matter expert employees to stand up a replacement business unit in Poland as portions of the company were being offshored.
- **The Mosaic Company:** Developed and implemented learning, development, talent management, talent review, leadership development, and core training capabilities at corporate and in business units. Participated in HR transformation with Workday implementation in Testing Lead and Training Lead roles. Upskilled training and HR staff in L&D practices. Introduced LMS, e-learning development capability, evaluation, and metrics.
- **Personnel Decisions International:** As Leadership Product Line Manager, upgraded L&D processes from intake to evaluation and upskilled associate consultants and consultants. Created and delivered international TTT and coaching support process for the front line and mid-level leadership development product lines.
- **Schwan Food Company:** Built new corporate university, putting in place the right people, processes, technology, and marketing to make the model successful. Selected LMS and implemented with effective change management. Introduced and expanded e-learning development capability. Established a staff pathway for staff certifications on instructional design, training delivery, and performance consulting. Won ATD BEST award (2<sup>nd</sup> place) two years in a row (2003-2004) and Corporate University Exchange award for Marketing (2003).

If you have a need to take learning to the next level, or know of someone who is considering it, please contact me: Steve Semler, Learning Solutions Director & Leadership Coach, LearningSim, [steve@learningsim.com](mailto:steve@learningsim.com), 612.325.2684. And if this just seems intriguing and you’d like to chat to find out more, use this link to schedule a call to chat! <https://calendly.com/learningsimfp>