

## Level Up Training and Learning: Past Clients

Over the years, I have repeatedly been brought in to establish or level up training, learning, and development. Often, this focuses on leadership development, but I've covered many sales and technical topics, too. I developed a package of tools and processes to use wherever it's helpful. When an organization needs to build out its L&D function, implement new programs, or take training to the next level, I am the person to contact for help.

### Past "L&D Build-out" clients:

- **UCare:** Designed, developed, implemented, and facilitated an enterprise leadership development system that served new and experienced leaders from supervisor through senior executive. Provided career and leadership coaching as well as the CEO Roundtable hi-po development program. Generated high transfer, utilization, NPS scores (.62+), and recognition of the programs and offerings. Created a culture of learning and leadership development in less than a year.
- **Medtronic, Global Supply Chain, Knowledge Management:** Established L&D processes and upskilled the learning group. Created or upgraded training and knowledge templates, documentation, intake and needs assessment, rapid design, program design, evaluation methods, and learning management system (LMS) optimization. Implemented the Degreed learning experience platform (LXP) with pilot phase, employee onboarding, L&D onboarding, change management, and communication.
- **Blue Cross & Blue Shield of Minnesota:** Facilitated the creation and introduction of enterprise L&D strategy, including virtual instructor-led training (VILT), 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.
- **MoneyGram International:** Built training department, processes, functions, and capability for the Risk Management business unit. Introduced e-learning and microlearning strategies. Upskilled business leadership in management of learning. Upgraded use of Cornerstone OnDemand LMS. Created and implemented train-the-trainer (TTT) program for subject matter experts to stand up a new business center in Poland as their functions 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, created and deployed new front line and mid-level leadership development product lines, including global TTT, facilitation, and marketing. Launched the series on budget, on time, achieving \$1.4 million in sales the first year.
- **Schwan Food Company:** Built a new corporate university, upskilling people, processes, technology, and marketing to make the model successful. Selected and implemented an enterprise LMS smoothly. Introduced and expanded e-learning development capability. Established skill certification pathways for leaders, technical professionals, and sales. Won ATD BEST award (2<sup>nd</sup> place) two years in a row (2003-2004) and Corporate University Exchange awards for Marketing and Best Overall Transformation (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 & Fractional CLO, 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>