

ROBERT P. WILSON

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L&D Strategy Development | Leadership Development | Program Management | Budgeting & Execution | Global Scalability

Drives global learning and development transformations. Directs strategic development and execution of large-scale L&D initiatives, aligning with organizational objectives and ensuring high-quality program delivery while maximizing outcomes under budgetary restraints and limited resources. Collaborates with top-tier stakeholders, curating bespoke leadership curricula tailored to diverse client needs. Leverages deep insights into analytics, user engagement, and vendor management, driving continuous improvement.

Content Development; Curriculum
Assessment & Evaluation
Performance Metrics & Analytics

Vendor Management & Negotiation
Talent Development & Coaching
Learning Agility; Continuous Development

Cross-Functional Leadership
Agile Processes; Scrum Master
User Engagement & Retention

Professional Experience

Learning & Development Leader, Corning, Inc.

03/2019 – Present

Led end-to-end project management for five pivotal global learning and development programs, focusing on enhancing operational skills. Spearheaded the evaluation and improvement of program content, ensuring relevant skill enhancement and addressing performance gaps. Collaborated with executive leaders across 16 business divisions, synchronizing learning objectives and aligning training strategies; furthered cross-functional collaboration. Managed a global roster of 75 facilitators and 45 coaches, ensuring consistent and high-quality program delivery. Streamlined program deployment and user engagement.

- Boosted program engagement by 221% by innovating a user-centric program awareness infrastructure, introducing multilingual registration tools, and leveraging analytics dashboards for continuous monitoring.
- Reinvented the coaching program with an uptick of 150% in coaching requests by seamlessly integrating strategic talent alignment and deploying an algorithm-driven mentoring platform for optimized talent management outcomes.
- Revolutionized program evaluation by introducing the Kirkpatrick evaluation model and leveraging the Qualtrics platform for consistent feedback; boosted evaluation submission rate to 90% by integrating real-time feedback mechanisms.
- Optimized L&D division budget through constant budget monitoring and strategic resource allocation; reduced travel expenses by cultivating local resources, driving global training scalability.
- Enhanced vendor performance and deliverables quality by integrating a dual feedback system, consolidating insights from both participants and the design team, ensuring continuous quality improvement.

Key Programs/Projects

- Elevated professional development for 1,600+ global process engineers across 13 business divisions by architecting the Process Engineering Learning Academy, a centralized learning hub; spearheaded strategy, branding, and UX design, resulting in a seamless, intuitive platform that addresses key business inquiries and fosters continuous growth.
- Boosted engagement in the Process Engineering Learning Academy by establishing an active community of practice, launching the "Tech Talk" platform, leveraging voice of customer insights to enhance process engineer involvement and facilitate knowledge sharing; achieved a 25% rise in monthly technology Lunch-and-Learns and a 30% upswing in technology forum participation.
- Strategized and deployed the Global Skills Training Program, spearheading content translation and a comprehensive L&D framework through end-to-end project management, leading to enhanced manufacturing processes and a 92% satisfaction rate; achieved an 87.6% YtY boost in program completions and a 221.7% surge in overall engagement.
- Developed the Global Engineering Skills Training program with a 53% YtY growth in global facilitation roster by launching Train-the-Trainer and Coaching Certification initiatives, seamlessly integrating LMS into delivery platforms; utilized Power BI dashboards for real-time KPI analysis, driving informed budgeting and target-setting decisions.
- Provided consultation to the Engineering Council for enhancing engineering efficiency and talent cultivation through a leadership webinar series featuring senior business executives, ensuring direct engagement and setting a proactive tone for expectations.
- Designed and implemented a goal-setting infrastructure for the Global Engineering Leadership Development Program, training coaches on effective delivery methods and strategic approaches.

Sr. Leadership Development Program Leader The Center for Creative Leadership (CCL)

01/2011 – 02/2019

Oversaw comprehensive global learning and development initiatives, setting strategic direction for leadership programs tailored to diverse client needs; rolled out 150+ executive programs. Directed cross-functional teams of 5-8 specialists, emphasizing alignment with global training standards and client-specific goals. Collaborated with Fortune 100 stakeholders to curate customized leadership curricula, leveraging a vast network of industry Subject Matter Experts and executive coaches. Championed the integration of digital learning platforms, ensuring scalability and adaptability across international landscapes.

- Optimized project completion by safeguarding timelines, adjusting budgetary allocations, and making decisive changes to team composition or strategy, resulting in on-time delivery within client financial constraints.
- Enhanced organizational networking by establishing a strong connection with over 250 global vendors, executive coaches, and industry experts, streamlining program design and execution.
- Consulted and developed 35+ e-learning modules within a span of six months, addressing rapid development needs and leveraging personal expertise in graphic design and course creation.

Key Programs/Projects

- Delivered a custom-designed leadership program for Coca-Cola's emerging leaders, achieving a 4.8/5 satisfaction rating by conducting comprehensive needs assessments, integrating interpersonal assessments with executive coaching.
- Pioneered a unique leadership solution for American Express, focusing on community building, expert panels, and in-depth engagement for non-profit leaders; addressed specific challenges faced by the non-profit sector.
- Spearheaded the digital transformation of classroom resources, overcoming user tech proficiency challenges by balancing digital and traditional methods, resulting in enhanced client satisfaction and a sustainable training approach.

Earlier Roles:

Program Coordinator, Center for Creative Leadership

Oversaw end-to-end coordination of in-person leadership development sessions. Spearheaded logistics, ensuring timely setup and smooth execution of classroom activities. Facilitated communication, ensuring coaches and participants were aligned, and pre-training requirements were met. Pioneered the integration of global classroom technologies, laying the groundwork for future virtual learning.

Grant Program Manager, NC A&T State University

Oversaw a \$1.2 million National Kidney Foundation grant, targeting kidney donation awareness in the African-American community. Managed stringent budgetary requirements and led recruitment initiatives, aiming for 2,000 participants through workshops and health fairs. Strategically engaged key demographics to bolster research study involvement.

Other/Consulting:

Consultant, Rflat Solutions

Spearheaded client engagement initiatives tied to branding and market positioning. Collaborated cross-functionally, ensuring alignment of project goals with overarching organizational objectives. Leveraged deep insights into digital platforms to enhance client understanding and positioning in their respective markets. Led strategic discussions, guiding clients through the process of brand evolution, emphasizing continuous learning and adaptation to market dynamics.

Professional Development

Master of Arts in Executive Leadership, Liberty University, Lynchburg, VA

Bachelor of Science in Business Admin & Finance, University of North Carolina, Greensboro, NC

Myers-Briggs Personality Inventory Certification, CPP, Inc.

Benchmark 360 Assessment Suite Certification, Center for Creative Leadership

Certified Scrum Master, Scrum Alliance

Kepner-Tregoe (KT) Problem Solving Facilitation, Kepner-Tregoe

Technical Expertise: Microsoft 365 Adobe Creative Cloud, Power BI, Adobe Captivate 9, Articulate 360, SharePoint, Adobe Photoshop, Illustrator, WordPress, Adobe Premiere, HTML, CSS3, JavaScript, Video Editing, UI/UX Design, Success Factor LMS