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| **Dr. William Albert Brantley**  **5716 Somerset Road Riverdale, MD 20737**  **Mobile: 502-744-2917**  **Home Phone: 240-487-6920**  **Email: bill@billbrantley.com**  **Key Skills**: Adult learning theory | Instructional Systems Design | Student-centered course design | Experiential and competency-based learning architect | Advisor on talent development to senior leaders, managers, and customers | Leadership development and coaching | Expert written and oral communication skills  **Selected Certifications**   * CPLP (Certified Professional in Learning and Performance) * CPTM (Certified Professional in Training Management) * ROI Certification, ROI Institute * Association for Talent Development Articulate Storyline Certification * Association for Talent Development Adobe Captivate Certification * InSync Training: Virtual Classroom Facilitation & Master Virtual Producer * LUMA Institute: Design Thinking Practitioner * PMP (Project Management Professional) * PMI-ACP (Project Management Institute – Certified Agile Practitioner) | **Professional Profile**  Expert in aligning training and talent development with the organization's strategic goals and mission. Excel at conceptualizing and executing innovative programs and courses that significantly advance organizational goals while helping employees achieve more.  Accomplishments include creating a coaching culture at a 13,000+ person federal government agency; building a government-wide "consultancy" to help federal agencies recruit and train mission-critical occupations; reinventing a supervisor certificate program and reinvigorating an Executive Coaching Program around "leadership branding."  **Education:**  **M.Ed., Organizational Performance, Learning, and Change, Colorado State University, CO | 04/2019**   * Specialized in training design, delivery, and evaluation. * Inducted into Golden Key and Phi Kappa Phi Honor Societies (2018). * Project: USPTO's Readiness for a Coaching Program Analysis.   **Ph.D., Public Policy and Management, Walden University, Minneapolis, MN | 11/2009**   * Dissertation: The Effect of Mental Models on Organizational Alignment. * Founded and led the Walden chapter of the American Society for Public Administration. * Honored in Pi Alpha Alpha and Sigma Iota Epsilon National Honor Societies (2006).   **MBA, Jones International University, Centennial, CO | 09/2002**   * Initiated and led an online MBA alum association. * Successfully advocated for MBA program accreditation by the Project Management Institute.   **M.A., Political Management, George Washington University, Washington DC | 12/1996**  **B.A., Speech Communication & Paralegal Science, Eastern Kentucky University, Richmond, KY | 12/1990**  Achievements: Who's Who in American Universities (1991), Golden Key Honor Society (1990), President of Delta Sigma Rho (1989-1990), 13 Debate & Speaking Awards (1986-1990), Weaver Oratory Award (1990), and Dean's List & Award recognition. |
| **Instructional Design and Training Program Management Experience**  **Training Specialist, U.S. Navy, Office of the Inspector General, Washington, D.C. (11/08/2020 - 06/30/2023)**   * Expertise in presenting online training and workshops at all organizational levels and to over 700+ employees. * Designed and managed the inspector general four-course basic legal education training for enhanced online engagement. * Led the acquisition and integration of a $70,000 new learning management system (LMS) and courseware creation software (Articulate). * Provided training to 20 subject matter experts on Blackboard Collaborate and online course development. * Spearheaded enterprise-wide adult education training programs in leadership development and soft skills applying adult learning theory. * Developed five facilitators' guides, courses on productivity techniques, and critical thinking enhancement.   **Senior Human Resources Specialist (Development), U.S. Patent and Trademark Office, Office of Human Resources, Enterprise Training Division, Alexandria, VA (03/03/2017 - 11/07/2020)**   * Selected as *Training Magazine’s* 2019 National Emerging Training Leader for redesigning the agency-wide Supervisor Certificate Program (SCP). * Project manager for the four-day 2020 Virtual Leadership Symposium which had 1,300 attendees and eight keynote speakers. I earned the Director’s Award for outstanding achievement. * Executed ROI studies to demonstrate course design improvements and potential benefits. * Analyzed training needs of 2,500+ employees via Training Needs Assessment (TNA) and innovated instructional design solutions based on feedback. * Expertise in policy writing and data analytics, emphasizing ROI, internal controls, and training policies. * Directed ten training and development programs and consulted with senior managers on employee development using adult education techniques. * Managed the USPTO Executive Coaching Program, enhancing senior executive leadership capabilities for 66 senior leaders. * Introduced innovative remote learning methods, integrating new active learning techniques and high-engagement course design. * Office of Human Resources "Employee of the Quarter (April – June 2018)" and a Quality Step Increase for outstanding performance. * Introduced new remote learning innovations such as micro-sites and Microsoft's OneNote as a micro-learning program. * President of the Club of Open Data Enthusiasts (200 members), emphasizing education on data analytics for USPTO employees.   **Training Administrator, U.S. Patent and Trademark Office, Office of Policy and International Affairs, Alexandria, VA (09/2015 – 3/2017)**   * Collaborated with Global Intellectual Property Academy (GIPA) and Office of Policy and International Affairs (OPIA) management to develop an internal operations management plan, focusing on long-term and short-term training objectives aligned with OPIA/GIPA strategic goals. * Led the transition from a manually completed training requests form to an efficient online SharePoint form, subsequently building a training analytics function for better strategic alignment using agile and human-centered design. * Conceptualized and executed ten distance learning courses for USPTO's strategic initiatives, aiding foreign government officials in their national intellectual property offices. The courses covered intellectual property workforce training and development, productivity enhancement, and recruitment strategies. * Established and refined administrative procedures for all GIPA distance learning courses, ensuring their efficacy against set goals and objectives. Pioneered policies related to electronic learning addressing fundamental GIPA training issues. * Partnered with 25 intellectual property attorney experts for course scripting. * Vetted new technologies for adult learning, offering support for course participants worldwide. * Advised on complex training topics, such as trade secrets protection in developing nations. * Advocated for innovative technology solutions to enhance GIPA learning programs in alignment with adult learning principles. * Coached presenters on designing diversity-friendly presentations for a global audience. * Spearheaded the eLearning Team at the Global Intellectual Property Academy (GIPA), responsible for training over 5,000 foreign senior government officials in patent and trademark law. * Led transformative projects like condensing five hour-long lectures into digestible 10-minute microlearning videos for more effective international training. * Initiated a virtual-reality training application for attorney presentation skill enhancement, integrating micro-lectures and active training workshops to bolster OPIA attorney presentation and facilitation abilities.   **Higher Education Teaching Experience**  **Part-Time Faculty, University of Louisville, Department of Communication, Louisville, Kentucky (8/2000 – Present)**   * Taught online courses such as Introduction to Communication Technologies, Website Development, Career Development, Leadership Communication, and Political Communication while achieving high student evaluation scores (avg. above 4.5 on a 5-point score). * Spearheaded faculty training in online learning technologies, including wikis, blogs, micro-learning, and flipped learning through the Delphi Center.   **Part-Time Faculty, University of Maryland, Martin School of Engineering, Project Management Center for Excellence, College Park, Maryland (01/2012 – Present)**   * Developed and delivered three massive open online courses (MOOC) with over 10,000 international enrollments. Topics: *Program Management and the Art of Communication*; *Transforming Your Company's Data Analytics*; and *Designing and Delivering the Citizen Developer Training Program*. * Introduced and instructed a graduate course on Project Management Leadership in 2019. * Taught an average of 100 undergraduate engineering students a semester on the Canvas platform with excellent student feedback (avg. 4.3 on a 5-point score). Successfully revamped two courses using flipped learning principles, setting a standard adopted by peers. * Esteemed campus authority on blended learning, flipped classrooms, and ed-tech. Delivered presentations on these areas at six Innovations in Teaching and Learning Conferences between 2013 and 2021. | |