



# Brian Reyman | Training Leader and Creator

www.brianreyman.com

## ASPIRATION

Versatile training and communication leader and creator focused on blending learning with design, business and technology. Create amazing products and quality experiences that meet business objectives. Leverage a unique combination of global leadership, strategic planning, process thinking, technical understanding and design skills.

## OBJECTIVE

Strong ability to combine the strategic with day-to-day training operations. Experience building and leading teams to execute on-time, on-budget projects with innovative quality standards. Extensive background designing, developing, leading and implementing new and creatively-applied products and solutions to change the way business is accomplished.

## EXPERIENCE



### **Empower Retirement | Denver, CO**

#### *Director of Training Content and Technology | Apr 16–Current*

Led content creation and training technology teams. Transformed team to leverage strengths and improve training capabilities and outputs. Delivered compliance, leadership and functional trainings to enable successful business outcomes.

- Led course creation efforts that doubled previous net promoter score ratings.
- Implemented multiple company orientation and functional training programs.
- Developed and deployed new leadership development programs.
- Created innovative and engaging compliance and required training courses.
- Implemented new tools and technologies used across training and communication activities, including development tools, Intranet usage, video, graphic design, podcasts, gamification and training techniques.
- Introduced processes and professional development to foster innovation, skill development and increased quality/consistency.
- Implemented and migrated to Workday learning management system.



### **Western Union | Denver, CO**

#### *Director of Training Development and Technology | Jan 13–Apr 16*

Led global team to deliver a learning management system and advanced training and communication solutions.

- Led team to deliver LMS solution to over 200,000 users annually.
- Led integration with operational systems. Ensured training compliance with regulatory bodies globally, helping avoid large regulatory fines.
- Renegotiated LMS licensing resulting in \$800,000+ annual cost savings.
- Led LMS administration automation that saved 10 full-time employees/year.
- Led advanced training design team to innovate and improve on training quality. Developed high-end videos, training, documents and more.
- Introduced a new training and communication method and tools to deliver concise and engaging messaging.



### **LexisNexis | Home-based**

#### *Director of Change Management | Jan 11–Jan 13*

Worked on change management efforts for large internal systems transformation program spanning multiple years and releases.

- Coordinated and implemented communication efforts with existing and new communication channels to support program awareness and activities.
- Led implementation of the Oracle Tutor documentation tool and SharePoint for business process documentation and information sharing.
- Conducted additional change management activities across multiple business units and multiple releases simultaneously.
- Supported executive communications and worked with leadership members and business units to support tactical needs for data organization.

## PORTFOLIO

See specific projects or other work examples at [www.brianreyman.com](http://www.brianreyman.com).

## GENERAL SKILLS

Global Training, Technology and Communication Team Leadership  
 Coaching  
 Training, Instructional Design  
 Business Analysis  
 Vendor Selection and Management  
 Change Management  
 Technology Selection and Standardization  
 Program Management  
 Process Development  
 Communication  
 Graphic Design  
 Identity Branding  
 Agile Methodologies  
 IT Service Management, ITIL  
 Release and Change Management  
 Software Development Life Cycle  
 Object Oriented Programming

## TECHNICAL SKILLS

InDesign  
 Communication Template/Tool Creation and Use  
 Graphic Design Tools  
 Training Development Tools (Articulate, Captivate)  
 LMS Administration  
 Web Design/Development/CSS & HTML  
 Video Production, Editing and Effects  
 Photoshop/Lightroom  
 Photography  
 SharePoint  
 Programming  
 Databases & SQL  
 Reporting  
 Windows/Mac OSX  
 MS Office



**CERTIFIED EXPERT**



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## CRI+IGEN Critigen | Denver, CO

### Marketing Manager & Business/ITSM Analyst | Jan 10–Jan 11

Supporting multiple IT Service Management (ITSM) and Marketing needs in a growing, fast-paced consulting and operational environment.

- Led analysis, development and implementation for multiple operational process implementations, including ticket handling and customer onboarding.
- Configured, deployed and supported SharePoint portal for operations team.
- Worked with company executives to develop user experiences and communications for internal employee adoption of new initiatives.
- Consulted with multiple clients to develop and implement user experience, communication and SharePoint-related deployments.

## AIMCO AIMCO | Denver, CO

### IT Director | Mar 09–Jan 10

Led user experience and design efforts.

- Created branding, communications, processes and provided other support for 4,000+ users on multiple company-wide program and project roll-outs.
- Primary developer for company's external web site interfaces.
- Spread adoption of Microsoft SharePoint and was vital in driving implementation. Provided support for 3,500 users and 20+ administrators.
- Provided data analysis and visualization for project decision making.

### Director of Content Development | Jul 06–Mar 09

Led team for all content development efforts. Worked directly on many campaigns, products and programs, using industry-leading tools and approaches.

- Led innovation & programs for development tools, standards and practices. These tools and practices increased visual appeal and adoption across multiple departments and increased development efficiency by over 30%.
- Implemented a design culture in the training group. This led to, among other things, the creation of training "magazines" that sold ad space to vendors.
- Worked directly on or provided oversight for development of over 100 different courses, job aids and various training materials.
- Designed and implemented digital asset management plan, consolidating thousands of resources for several dozen users.



## EchoStar | Denver, CO

### Program Manager | Dec 02–Jul 06

Launched company's e-Learning department and learning management system, developed training and established processes for quality and consistency.

- Managed team responsible for supporting all of department's technology, process and data needs.
- Led implementation of learning management system. Coordinated 500 administrators to support over 20,000 learners.
- Created standardized e-Learning tools, learning interactions and more, decreasing development time by 15%.

## EDUCATION



## Colorado State University

Bachelor of Science, Business Administration

Double Concentration: Computer Information Systems and Marketing

## ACTIVITIES AND HONORS

- Launched small podcasting network
- Launched/written blogs with over 5,000 hits/month
- Part of Training Magazine's Top 125 Training Organizations two straight years (#55 and \$16)
- Designer of Award Winning Annual Report (Best in Class, \$1 Billion+)
- Designer of Award Winning Advertising (Magazine)
- Director of Award Winning Communication Series (Illustration)
- Selected as top .5% of all employees in Fortune 500 company (20,000+ employees)
- Former User Group Manager Denver Adobe Lightroom & Photoshop User Group Denver Adobe InDesign User Group

## TESTIMONIES

"Brian exemplifies the word 'professional'. He has the ability to leverage his various areas of expertise and focus them into the work he is managing. Brian displays superior abilities in recognizing problems and their causes and is imaginative in finding excellent solutions. He sets a flawless example of conduct and would strengthen any team."

rob **DE GRASSE**

Former SVP, Aimco; President, RD3 Inc.

"I worked with Brian for several years and highly recommend him. Brian brings many skills to the table; business knowledge, technical skills, training expertise & leadership."

chris **JOHNSON**

Flash Developer, Google