**TIM ROWE**

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**Senior Training & Development Leadership**  
**Program Management/Evaluation | Strategic Solutions | Technology Innovation**

Accomplished and resourceful senior learning and performance professional with a track record of successfully building training programs from the ground up and delivering cost-effective solutions that meet strategic business needs. Demonstrated ability to manage instructional designers/SMEs/vendors to produce high impact results including procurement/installation/administration of multiple learning management systems and a diverse portfolio of multiplatform training projects including classroom/web based instruction and eLearning modules that improve the work performance of everyone from front line workers to senior executives.

**CORE COMPETENCIES**

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| * Training Program Strategic Leadership * LMS Implementation & Administration * Advanced Instructional Design, ADDIE * Leading Edge Learning Technologies * Project Management | * Management/Coaching of Training Staff * Vendor Management * Training Program Evaluation * Classroom/Virtual Instruction * Adult Learning Principles |

**PROFESSIONAL EXPERIENCE**

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**Manager Global Training:** Rapiscan Systems Torrance, FCA 3/2015 – Present  
Key Achievements:

* Direct a team of training technical trainers/developers to deliver operator and maintenance training for the Rapiscan product line
* Deployed the first corporate mobile gaming application, Rapiscan Product Challenge to refresh and enhance the knowledge of field service technicians and customer service personnel.
* Drive the training department from cost center to profit making unit
* Provide strategic leadership in research and recommendation of innovative learning technologies, training content, and utilization of the learning management system (Success Factors).

**Manager Learning Technology:** Univision Communications Miami, FL 2/2014 – 12/2014  
Key Achievements:

* Led, coached, and mentored a team of training technologists and contractors to support corporate business initiatives within budget to a high level of client satisfaction
* Project managed a variety of training projects including instructor led training, training documentation, and SCORM compliant eLearning to meet client requirements with a high level of client satisfaction
* Reduced corporate expenses through effective vendor management and negotiation of contracts and renewals
* Provided strategic leadership in research and recommendation of innovative learning technologies, training content, and transitioning to a new learning management system (Cornerstone).

**Manager of Technical Training:** Schneider Electric Fairfax, VA 11/2008 – 1/2014  
Key Achievements:

* Procured, installed and administered the first Learning Management System for Lee Technologies and

led the transition to Cornerstone LMS after acquisition by Schneider Electric

* Delivered and maintained a variety of training products including instructor led, web based technical training courses and job aides to meet contractual requirements and safety compliance.
* Managed the execution of a technical certification training program for critical facility technicians at datacenters around the country to maintain facility uptime and ensure worker safety
* Designed, organized, and hosted annual conferences for the critical facility managers and quality team to promote strategic business objectives and address identified learning needs
* Created and implemented an annual facility training audit program to assess site teams performance and identify training deficiencies
* Developed and coached the training team personnel moving them from technical SMEs to solid instructional designers and training professionals.

**Senior Technical Trainer, Instructional Designer:** AAMVA Arlington, VA 10/2006 – 10/2008  
Key Achievements:

* Procured, installed, and administered AAMVA’s first learning management system (Learn.com) including web design and authoring web user interfaces
* Delivered eLearning training modules and live virtual training sessions for motor vehicle administrators, law enforcement and government personnel to support the AAMVA strategic objectives of improving commercial driver safety and state compliance with regulations
* Managed all aspects of instructional design and delivery of training content including instructor and student guides while collaborating with systems analysts and subject matter experts

**Manager of Client Training:** Merkle Inc. Lanham, MD 5/2005 – 9/2006  
Key Achievements:

* Developed and delivered all training products related to proprietary software product rollouts including instructor/student guides, live classroom and virtual training, and usability testing collaborating with subject matter experts
* Produced training videos for external clients as well as in-house LMS (Moodle)
* Evaluated effectiveness of training working closely with client contacts to ensure client satisfaction

**Director of Training:** REGARD Santa Monica, CA 3/2004 – 5/2005  
Key Achievements:

* Built the training program for Blackberry end-users, helpdesk personnel and BES administrators which resulted in increasing business revenue
* Performed instruction over the internet via WebEx and in the classroom for end users and technical support
* Authored all course materials, eLearning modules, and marketing materials for the training products

**EDUCATION**

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**MBA, Management** (Will Complete in 2018)  
Trident University International

**Masters of Science, Educational Media Design & Technology** (Completed all course work)  
Full Sail University

**Bachelor of Fine Arts, Web Design and Multimedia**: 2008  
American Intercontinental University

Honors: Magna cum Laude

**SPECIALIZED SKILLS**

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Development Tools : Camtasia, Captivate and Articulate Web Conference Tools: WebEx, GoToMeeting

LMS Administration: Cornerstone, SumTotal, SuccessFactors Technical Writing (Instructor/Student Guides)

Advanced Instructional Design: ILT, WBT, eLearning SCORM, AICC, Tin Can API, 508c Compliance

Presentation Tools : PowerPoint, Prezi, Video Scribe Microsoft Office: Word, Excel, SharePoint, Visio

**CERTIFICATIONS**

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Training Industry Certified Professional in Training Management (CPTM)

Langevin: Master Trainer Level (Training Manager/Director, Advanced Instructional Design)

VNU: Project Management for Trainers

CompTIA: Certified Technical Trainer CTT+, Security+

ITIL: ITIL Foundations

Kirkpatrick: Kirkpatrick Four Levels Evaluation Certification – Bronze

The Training Clinic: Training Manager Certification

Microsoft: Train the Trainers

OSHA: OSHA 30

Six Sigma: Green Belt

ATD Certified Learning and Performance Professional (CPLP) will complete 3/2017

Voice Coaches: Professional Voice Over Training   
Animal Behavior

College: Certified Professional Dog Trainer

Former MCSE and CCNA

**PROFESSIONAL ASSOCIATIONS**

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Member ATD (National and Southern California Chapter)

International Association of Technology Trainers  
Center for Talent Reporting