

# Michael A. Brogan

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## TALENT DEVELOPMENT LEADER | LEARNING SYSTEMS ARCHITECT | WORKFORCE ENABLEMENT

Learning Systems Design • Curriculum Architecture • Change Management • HR Technology Strategy

### PROFESSIONAL SUMMARY

I build learning systems and programs that grow organizational capability. That might mean building a learning function from the ground up, redesigning a fragmented curriculum into a coherent development journey, enabling a workforce to adopt new technology without losing productivity, or equipping leaders with the tools to develop their people effectively.

Working across financial services, professional services, and life sciences — as both an internal practitioner and a consultant — I've led the design, delivery, and measurement of learning initiatives at every scale. I bring instructional rigor to strategic problems and operational discipline to creative ones. Whether I'm leading a content development team under a five-month deadline or presenting a multi-year learning roadmap to a C-suite, the standard is the same: learning that produces measurable change.

### BUSINESS IMPACT HIGHLIGHTS

Learning Systems Design	Change Management	Talent Strategy & Workforce Planning
Implemented an organization's first enterprise LMS — eliminating non-applicable training assignments enterprise-wide, reducing compliance administration by 80%, and reclaiming 25,000 annual labor hours.	Drove adoption of enterprise technology rollouts across up to 26,000 global employees, consistently achieving 90%+ proficiency through persona-based workforce readiness planning and just-in-time learning design.	Built credibility for the learning function by deploying targeted leadership interventions ahead of the formal program launch — securing multi-year executive funding and measurably shifting senior leader sentiment toward the organization's investment in their growth.

### PROFESSIONAL EXPERIENCE

#### Principal Consultant

Braintree Strategies · Chicago, IL

Sep 2025 – Present

Serving as an independent HR and talent strategist, advising clients on learning ecosystem design, HR technology, and workforce capability; concurrently leading the R&D and architecture of a next-generation competency-matching platform.

- **HR Technology Strategy:** Architecting a next-generation competency-matching platform (stealth/R&D) to validate and surface workers' demonstrated skills — closing the structural gap between how talent is described and how organizations evaluate it.
- **Learning Systems Design:** Advising clients on curriculum architecture, change management strategy, and HR technology roadmaps for enterprise system deployments.

**Skills index:** Curriculum architecture · HR technology strategy · Competency modeling · Training needs assessment

#### Firmwide Integration, Development & Retention Manager

Kirkland & Ellis LLP · Chicago, IL

Mar 2024 – Sep 2025

Reported to the CHRO of an \$8B+ global professional services firm; owned the firm's talent development strategy for 3,500+ staff across 22 offices; led a team of 3 and managed external vendor and facilitation partnerships.

- **Learning Systems Design:** Designed the firm's inaugural talent development strategy — assessed capability gaps with 50+ senior leaders, codified a unified competency library, and built a multi-year curriculum roadmap aligned to the firm's strategic plan.
- **Leadership Development Program Design:** Deployed rapid-turnaround leadership courses ahead of the formal program launch to demonstrate responsiveness and build credibility for the learning function while the larger investment moved through approval.
- **Learning Systems Design:** Trained 31 HR coordinators and specialists across 22 global offices to deliver a new onboarding program — built a facilitation curriculum, coaching playbook, and peer observation rubric that produced a 24% improvement in new hire onboarding assessments.
- **Employee Experience Design:** Redesigned global onboarding using human-centered design — automated HRIS workflows, built a centralized SharePoint hub with job aids, playbooks, and manager tools — reducing offer-to-start attrition by 17% and increasing hiring manager satisfaction by 60%.
- **Program Design:** Built a catalog of manager engagement interventions to address a diagnosed leadership capability gap; drove 75% participation across pilot business units within six months.
- **Executive Advisory & Stakeholder Influence:** Secured multi-year budget commitment by presenting a build vs. buy framework to the executive suite, earning endorsement of the firm's first structured non-attorney development strategy.

**Skills index:** Curriculum architecture · Leadership development program design · Training needs assessment · Program design · Instructional design · Build vs. buy analysis · Vendor selection & RFP

## Senior Organizational Change Management Consultant

Aug 2021 – Jan 2024

Deloitte Consulting · Chicago, IL

Strategic Human Capital consultant advising Fortune 500 clients across healthcare, life sciences, and technology; led workforce readiness and learning enablement for global headcounts of 25,000+, managing \$3M+ budgets and teams of up to 15 across 40+ sites.

- **Content Operations:** Led a 15-person team to produce 350+ validated learning assets in five months — three-round QA cycle delivered 100% quality compliance and zero P1/P2 defects at launch; developed a train-the-trainer program to prepare client SMEs for go-live delivery.
- **Learning Systems Design:** Redesigned the Phase 2 training strategy for a global SAP rollout at Vanderbilt University Medical Center (VUMC) — shifted to persona-based, just-in-time delivery using WalkMe and an AI chatbot; accelerated time to proficiency by 15% and achieved 97% adoption within 60 days.
- **HR Technology Strategy:** Integrated an AI-powered digital adoption assistant within MS Teams — configured 200+ FAQs and routed users to 350+ ERP training resources, reducing help-desk volume by 30%.
- **Learning Measurement & Evaluation:** Built the VUMC operational readiness framework — established proficiency baselines, tracked adoption at 30 and 60 days, and correlated training completion with help-desk reduction to demonstrate business impact.
- **Program Design:** Directed a 20-person team to design a cohort-based onboarding experience for 140+ experienced hires — accelerated path to billable productivity and reduced first-year attrition by 15%.
- **Instructional Design:** Developed a Salesforce training program and job aid suite for a global software company's partner reseller network, enabling self-service across quote-to-bill, deal registration, and partner support workflows.

**Skills index:** Content operations · Instructional design · Learning measurement & evaluation · Digital adoption tools · Train-the-trainer design · Multi-modal content development · Program governance

## Learning & Development, Assistant Vice President

Jun 2016 – Jul 2021

Wintrust Financial Corporation · Rosemont, IL

Owned the full L&D portfolio for a \$50B+ institution during rapid acquisition-led growth — including compliance, leadership development, rotational programs, and acquisition integration training; partnered with core banking and technology units; maintained dotted-line oversight of a team of 3; also led a secondment assignment as training and change management lead for the organization's largest technology consolidation.

- **Learning Systems Design:** Led selection and integration of the organization's first enterprise LMS — connected to the HRIS via API, eliminated non-applicable training enterprise-wide, cut compliance administration by 80%, and reclaimed 25,000 annual labor hours.
- **Leadership Development Program Design:** Converted live leadership and credit analyst rotational programs to scalable, asynchronous delivery — increased leadership program reach by 40% and rotational program reach by 15% while reducing overhead.
- **Program Design:** Designed a repeatable acquisition integration program across five bank acquisitions in three years — trained all front-line staff in under 30 days per acquisition; 95%+ systems proficiency and 85%+ policy proficiency at completion; operational errors at baseline within 45 days of go-live.
- **Training Needs Assessment:** Assessed capability gaps through performance data, leadership interviews, SME consultation, and direct field observation — findings drove redesign of compliance, leadership, and technology training portfolios.
- **Content Operations:** Scoped 175 change impacts from a 17-system consolidation and built a full enablement package — training classes, demo videos, digital adoption tutorials, 85 job aids, and a 250-impact FAQ — ensuring readiness across all business units.

**Skills index:** LMS strategy & administration · Leadership development program design · Program design · Training needs assessment · Learning measurement & evaluation · Content operations · Facilitation

## FOUNDATIONAL EXPERIENCE

- **Byline Bank** | Strategic Initiatives & L&D | Chicago, IL | 2006 – 2016
- **Andersonville Chamber of Commerce** | Board Vice President & Treasurer | Chicago, IL | 2007 – 2013
- **Raining Cats & Dogs** | Business Owner & Operator | Homer Glen, IL | 2008 – 2015

## EDUCATION, CERTIFICATIONS & TECHNOLOGY

- **Education:** MBA, Specialization in Entrepreneurship & Strategic Innovation — University of Illinois, Urbana, IL | BA, Mass Communications — Columbia College Chicago, IL
- **Enterprise Platforms:** Workday · SAP · Oracle · PeopleSoft · Kronos · Salesforce · ServiceNow
- **Learning & Digital Adoption:** Articulate 360 · WalkMe · WhatFix · Cornerstone · Workday Learning · Proprietary & legacy LMS platforms
- **Change & Project Management:** Prosci ADKAR · Agile · Jira · Asana · Smartsheet
- **Employee Diagnostics & Insights:** Qualtrics · Culture Amp · SurveyMonkey Enterprise