



**PAUL VORREITER**  
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303-396-4265

## **WORK HISTORY**

### **Learning and Development Consultant**

PaulVorreiter.com  
Nov. 2022 – Present

### **Learning and Development Leader**

Canvas Credit Union  
July 2021 – Oct. 2022

### **Sr. Learning and Development Consultant**

Canvas Credit Union  
Jan. 2021 – July 2021

### **Innovation Speaker & L & D Consultant**

Reflective Spark, LLC  
Jan. 2010 – Jan. 2020

### **Associate Creative Director**

Peak Creative Group  
May 2001 – Jan. 2010

## **EDUCATION**

### **Certified Professional Training & Development (CPTD)**

Working towards 2023  
Completion - Association of Talent Development - TD.org

### **Bachelor of Science Degree**

Business Administration  
University of Northern Colorado

### **Associate Degrees**

Computer Graphics & Graphic Design  
Platt College

## **YEARS OF EXPERIENCE**

Group Facilitation - 21 yrs  
Training & Development - 15 yrs  
Team Leadership - 13 yrs  
Content Development - 12 yrs  
Mentoring & Coaching - 10 yrs

**Learning and development leader with extensive experience and a proven track record of successfully leading team members, designing and delivering training programs, analyzing, and assessing learning needs. Skilled in leadership development, adult learning strategies, innovation methodologies, soft skill development, coaching, mentoring, instructional design, diversity, equity, inclusion and belonging (DEIB), and program effectiveness.**

### **Professional Development**

- Develop and implement a comprehensive learning strategy with programs aligned to organizational goals and focused on increased employee retention through career development.
- Establish an agile development mindset for all training programs, including needs assessments, pilot programs, participant surveys, and team retrospectives to evaluate specific learning objectives, program effectiveness, and ROI.
- Collaborate and earn trust of executive leadership, subject matter experts, and managers. Passionate about integrating diversity, equity, inclusion, and belonging into all training programs.
- Redesigned onboarding program into a 1-day vision and culture event. Averaging 35 new employees every month. Participant rated the course with satisfaction scores of 94% and higher.
- Establish personal and professional growth programs, including critical thinking, presentation design, public speaking, emotional intelligence, career development, mental health awareness, and monthly lunch 'n learns.
- Proficient in industry training software, Learning Management Systems (LMS & LXP), Articulate Rise360, Adobe Captivate, Adobe Creative Suite, and eLearning platforms.

### **Leadership Development**

- Collaborate with executive and senior leadership to identify essential learning development needs and training opportunities, creating customized learning programs for personal career coaching and team growth.
- Built a year-long leadership development program for 30 emerging leaders. The curriculum featured internal/external SMEs, executives, podcast interviews, and LinkedIn Learning. 60% of participants received promotions as a result.
- Design and deliver leadership courses as an advisory HR consultant. Topics included emotional intelligence, team building, having difficult conversations, interviewing and hiring, developing talent, and coaching toward performance metrics.

### **Innovation and Creativity**

- Utilize extensive experience in creative and design thinking developing year-long Innovation Labs and shorter 2-day Innovation Sprints for executives, leaders and high-performing employees.
- Led and coached two successful 20-person Innovation Labs for executive and senior leaders, established curriculum and systematic approach for teaching design thinking methodology to brainstorm new and novel ideas to improve the organization. Five of the six proposed solutions are currently in development.
- Continue to present innovation and creativity training programs for executive teams, senior leaders, and conference audiences.

### **Facilitation**

- Delivered over 250 highly-interactive training workshops for audiences sized 20 to 750. Twelve years of experience as a professional speaker and consultant. Impacted over 2,300 corporate employees over the past ten years through virtual and instructor-led sessions.
- Experience facilitating training sessions for employees at all levels of the organization, including team building, leadership development programs, diversity, equity, inclusion, and belonging (DEIB), and technical training workshops.
- Utilized my professional speaking experience to prepare 23 senior leaders to strategically deliver a 20-minute Pitch Presentation for their C-suite idea pitch competition. Additionally, I trained team leaders on condensing their longer presentations into 5-minute TEDx-style talks to deliver to an audience of over 700 at the annual company-wide meeting.

### **Coaching**

- Provide one-on-one coaching to managers and employees to improve their leadership and communication skills resulting in a more engaging culture and higher-functioning teams.
- Deliver feedback and coaching to leaders on improving their communication style, team building, having difficult conversations, and how to inspire and retain their top talent.
- Utilize a coaching approach to leading L&D professionals to help team members plan and chart a path for career growth.