

Brian Hogsett

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Professional Summary

Learning & Development Leader with 20+ years of experience designing strategic training, leadership development, and performance improvement programs. Skilled in building global learning strategies, implementing onboarding and skills-based learning, and aligning initiatives with business goals. Adept at influencing senior leaders, managing enterprise-wide projects, and delivering measurable impact through data-driven learning solutions.

Core Strengths & Competencies

- Enterprise Learning Strategy & Design
- Leadership Development & Coaching
- Onboarding & Skills-Based Learning
- Instructional Design & eLearning Development
- Change Management & Performance Improvement
- Global Training Team Leadership
- Learning Technology (LMS, Articulate 360, Captivate, Camtasia)
- Data-Driven Program Evaluation
- Cross-Functional Collaboration & Influence

Professional Experience

Senior Learning Designer | Oracle Health

2019 – Present

- Partner with Knowledge Leaders and subject matter experts to design, develop, and deploy Learning Journeys for client-facing audiences using Oracle Health technology.
- Create role-specific, self-paced programs that include video overviews, workflow simulations, job aids, quick how-to tutorials, and classroom-based participant/facilitator guides.
- Maintain and enhance training assets to align with evolving workflows, client needs, and software updates.
- Ensure that Learning Journeys support client adoption, product utilization, and end-user confidence in Oracle Health systems.
- Collaborate cross-functionally to deliver high-quality content under tight deadlines while adhering to instructional design best practices.

Training & Development Manager | CBIZ Benefits & Insurance Services

2015 – 2019

- Directed corporate training programs for a national workforce, including compliance, leadership, and systems training.
- Designed and launched onboarding programs that improved retention and employee engagement.
- Consulted with business leaders to identify skill gaps and deliver targeted development solutions.
- Implemented performance coaching and team-building workshops to strengthen leadership pipelines.
- Measured program success through evaluations, surveys, and performance outcomes.

Senior Training Specialist | QC Holdings

2005 – 2015

- Developed and delivered training programs for 500+ employees across multiple sites.
- Built curriculum and facilitated leadership development and compliance training.
- Partnered with regional managers to align training with business priorities.
- Leveraged LMS technology to streamline learning delivery and reporting.

Regional Training Manager | Risk Management Alternatives

1998 – 2005

- Built and managed an international training team of 9 professionals (3 managers, 6 specialists) across the U.S. and Canada.
- Designed and implemented onboarding, leadership, and compliance programs supporting operational excellence.
- Created training initiatives that improved employee performance, engagement, and retention.
- Partnered with senior leadership to ensure alignment of training strategies with business goals.

Education & Certifications

- ATD eLearning Instructional Design Certificate
- Certified Myers-Briggs Practitioner
- Harrison Assessment Level II
- Extensive professional training in instructional design, facilitation, and leadership development