

Brian Hogsett

Learning & Organizational Development Executive | Leadership Strategy | Learning Technology Consulting & Innovation

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Professional Summary

Executive Learning & Development leader with over 20 years of experience shaping enterprise learning strategy, building leadership pipelines, and modernizing learning technology ecosystems. Proven record of leading large-scale training initiatives, guiding digital learning transformations, and leveraging data and technology to improve adoption, performance, and engagement. As Founder & Lead Consultant of Trovantium LLC, I help organizations align people, purpose, and performance through leadership strategy, organizational development, and learning technology innovation.

Core Competencies

- Enterprise Learning Strategy & Design
- Leadership Development & Succession Planning
- Change Management & Organizational Readiness
- LMS Implementation & Modernization
- Coaching & Executive Influence
- Program Measurement & Performance Analytics
- Cross-Functional Leadership & Collaboration
- Talent Development & Workforce Engagement

Professional Experience

Trovantium – Overland Park, KS

Founder & Lead Consultant | 2025 – Present

- Founded a leadership and learning technology consultancy in October 2025, dedicated to helping organizations align people, purpose, and performance through strategy, development, and innovation.
- Partner with executives to design and implement modern learning ecosystems, integrating platforms such as LMS, LXP, and AI-enhanced analytics to improve performance and scalability.
- Deliver custom leadership and organizational development programs that combine human-centered design with digital enablement.
- Provide strategic consulting on learning technology selection, digital adoption, and data-driven program evaluation, ensuring measurable business impact.
- Lead the firm's growth strategy, digital brand presence, and client partnerships across corporate, nonprofit, and education sectors.

Oracle Health – Kansas City, MO

Senior Learning Designer | 2019 – 2025

- Directed design of client-facing training programs supporting major healthcare system implementations, enabling 5,000+ clinicians to adopt new workflows.
- Partnered with product and clinical executives to build scalable, role-based learning journeys, accelerating implementation timelines by 25%.
- Facilitated executive-level alignment sessions to ensure training strategies supported business and clinical objectives.
- Elevated Oracle Health's training portfolio through scalable eLearning, workflow simulations, and blended solutions.

CBIZ Benefits & Insurance Services – Kansas City, MO

Training & Development Manager | 2015 – 2019

- Drove strategic learning initiatives supporting sales, service, and leadership development across a nationwide workforce.
- Guided the enterprise-wide consolidation of three legacy LMS systems into a single platform, improving efficiency and compliance tracking.
- Designed onboarding and development programs for sales producers, integrating Salesforce training and Harrison Assessment insights.
- Facilitated change management workshops across multiple offices, equipping employees and managers with tools to adapt to new systems and processes.
- Partnered with senior leadership to improve coaching culture, boosting retention and employee engagement.

QC Holdings – Kansas City, MO

Senior Training Specialist | 2005 – 2015

- Spearheaded the creation of "QC University," a leadership and management training program for 500+ retail locations nationwide.
- Introduced a train-the-trainer model, scaling development programs to thousands of employees across 25 states.
- Aligned corporate training with performance goals, strengthening retention and employee engagement.
- Championed the company's first LMS implementation, transitioning from manual tracking to a centralized system that improved compliance and scalability.
- Led change management initiatives, embedding CORE values into leadership programs, shifting customer service culture in collections, and driving adoption of new systems across both retail and corporate environments.

Risk Management Alternatives (RMA) – Lenexa, KS

Regional Training Manager | 1998 – 2005

- Led a regional training team of 9, managing curriculum design, facilitation, and program evaluation.
- Designed and delivered leadership and compliance training, improving operational consistency across regions.
- Partnered with senior management to strengthen onboarding and workforce readiness.

Education & Certifications

- ATD eLearning Instructional Design Certificate
- Certified Myers-Briggs Practitioner
- Harrison Assessment Level II Certified
- Additional Professional Training in Leadership Development, Change Management, and Instructional Design

Executive Strengths

- Proven ability to influence executive stakeholders and align learning with business strategy.
- Expertise in building leadership pipelines and preparing organizations for future growth.
- Strong record of driving cultural transformation and ensuring measurable impact of learning investments.