

Brian Hogsett

Learning & Development Professional | Instructional Design | Training Facilitation

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Professional Summary

Senior Learning and Development professional with over 20 years of experience designing, delivering, and scaling learning solutions that support business performance, system adoption, and workforce capability. Known for a balanced player-coach approach—personally building learning while also guiding teams, stakeholders, and facilitators to deliver consistent, high-quality outcomes. Trusted partner to HR, Operations, Clinical, and Business leaders in fast-paced, regulated, and growth-oriented environments.

Core Strengths

- **Program Design & Delivery:** Learning Program Design, Blended & Virtual Learning, Learning Program Design & Delivery
- **Enablement & Adoption:** Facilitator Enablement, Change & User Readiness
- **Technology & Tools:** LMS/LXP Administration, Articulate 360, Captivate, Camtasia
- Stakeholder Consulting & Partnership
- Change, Adoption & User Readiness
- Measurement & Continuous Improvement

Professional Experience

Oracle Health – Kansas City, MO

Senior Learning Designer | March 2019 – September 2025

- Designed blended learning programs supporting enterprise healthcare system implementations, training 5,000+ clinicians and healthcare staff across multiple client sites.
- Partnered with product, clinical, and operational leaders to build role-based learning journeys, reducing implementation timelines by approximately 25% and improving adoption consistency.
- Facilitated cross-functional design workshops to align workflows, training, and system use, ensuring effective end-user readiness during go-live events.
- Developed scalable eLearning modules, simulations, and performance support using Articulate 360, Captivate, and Camtasia, expanding reach while maintaining instructional quality.
- Served as a hands-on contributor while informally mentoring junior designers and supporting team standards for quality, accessibility, and consistency.

CBIZ Benefits & Insurance Services – Kansas City, MO

Training & Development Manager | October 2015 – February 2019

- Led the design and execution of training programs supporting employee onboarding, leadership development, and ongoing professional capability across multiple business units.
- Conducted training needs assessments in partnership with HR and business leaders to align learning initiatives with performance gaps and organizational priorities.
- Modernized instructor-led and virtual training content to improve relevance, retention, and scalability.
- Supported leadership development initiatives focused on communication, coaching, and manager effectiveness.
- Established consistent onboarding processes across dispersed teams.

QC Holdings – Overland Park, KS

Senior Training Specialist | October 2005 – September 2015

- Designed and facilitated training programs for frontline employees and managers in a multi-location, compliance-driven environment.
- Developed standardized curricula, facilitator guides, and learner materials to support operational consistency and regulatory requirements.
- Partnered closely with operations leaders to support change initiatives, new systems, and process improvements.
- Delivered both in-person and virtual learning experiences, adapting content to diverse audiences and learning needs.

Education & Certifications

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

Additional Information

- Experienced working in regulated, high-stakes environments (healthcare, financial services)
- Strong communicator with executives, managers, and frontline employees
- Comfortable balancing hands-on delivery with team guidance and stakeholder alignment