

# Mindy Vail

## FRACTIONAL LEARNING CONSULTANT CAPABILITY STATEMENT

Helping organizations accelerate learning, close capability gaps, and deliver results through agile, people-centered solutions.

### LEARNING & DEVELOPMENT SUPPORT

#### CORE CAPABILITIES

**Learning Needs Analysis** - Conduct rapid assessments to identify gaps, prioritize needs, and translate insights into scalable learning strategies.

**Curriculum & Program Design** - Build leadership and workforce development frameworks that increase retention, internal promotions, and long-term capability.

**Content Development** - Design and maintain e-learning, digital programs, and just-in-time resources applying adult learning principles.

**Instructor-Led & Virtual Training** - Deliver engaging ILT, VILT, and recorded sessions that drive behavior change and adoption.

**Learning Technology & Enablement** - Led LMS strategy that achieved 155% ROI and improved readiness across a 14,000-employee global brand.

**Change Enablement** - Align training with transformation initiatives, embedding skills that sustain organizational change.

**Program & Event Coordination** - Manage logistics for training rollouts, from virtual delivery to in-person workshops.

**Leadership Coaching & Assessments** - Provide Hogan and Positive Intelligence coaching to strengthen resilience, confidence, and influence

#### WHY FRACTIONAL WORKS

**On-Demand Expertise** - Senior-level learning leadership when you need it most.

**Scalable Support** - Flexible hours, projects, or interim coverage.

**Practical + Strategic** - From hands-on instructional design to advising executives.

**Proven Impact** - Expanded leadership capacity across 120+ leaders, improved engagement by 11 points, and delivered \$12M profit impact through learning initiatives

#### SPECIALIZED SKILLS & TOOLS

- **CPTD** (ATD Certified Professional Talent Development)
- **CCMP** (Prosci Change Management Certified Practitioner)
- **M.ED.**, Curriculum Development & Instructional Design
- 2-time recipient, **ATD BEST** Int'l Award for Corporate Training Curriculum
- **LMS/LXP Systems** (Absorb, Articulate 360, MS Teams, SharePoint)
- **Microsoft 365, Adobe Suite, Smartsheet, Trello**
- **Virtual Facilitation Platforms** (Zoom, WebEx, Teams)

#### TRUSTED BY

higher ed institutions, public/private companies, nonprofits, and local government agencies



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