

MICHAEL J. MCGINNIS

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CAREER OBJECTIVE:

AN AMBASSADOR OF CHANGE WITH THE DISTINCTION OF SUCCESSFUL RE-STRUCTURING OF TRAINING ORGANIZATIONS FOR OVER A DECADE, ASPIRING TO CONTINUE CARVING HIS NICHE BY IMPLEMENTING BUSINESS-NEEDS DRIVEN AND RESOURCEFUL LEARNING PRACTICES.

PROFESSIONAL PROFILE

- **A keen strategist, planner and implementer with expertise in devising cost-effective learning strategies aimed at enhancing overall organizational growth and improved business performance by developing critical competencies at every level. Over 15 years of experience in innovative training and leadership development.**
- A depth in the implementation of sound quality and lean management practices to drive results in a rapidly changing business landscape. Certification in Six Sigma Green Belt and Lean thinking. Key Result includes initiating a Corporate University for Lean Practices. Adherence to TS 16949, ISO 9001 and ISO 14001 standards.
- **Accredited twice with the Vice President's Award, Spearheaded two Training Organizations to Training Top 100 Award. Key Spokesperson at National Training Conferences and recognized as Corporate E-learning Champion (E-learning Magazine). Published in several training journals.**
- Recognized for effective, customer-focused and team-oriented leadership style with the ability to establish high levels of respect and credibility for training departments and developing staff into performance consultants.
- **Reputation for demonstrating results which led to recognition that were tagged as "World Class Operations" as also "Best Practice" by the customers and the external auditors.**
- Deft in analyzing organizational requirements and accordingly suggesting business solutions, leveraging latest learning technologies, defining the Training and Leadership vision and setting up the future roadmap.

KEY ENABLERS & TRAITS

- Catalyst for Training and Leadership Visioning and Setting up Roadmap using appropriate learning technologies
- Redefining Learning Systems, Innovative Practices and Cost Saving Techniques
- Customer focus, Tactical planning, Business Acumen and Business enhancement
- Crafting blended learning solutions meeting global business needs
- Process & Change Management

AREAS OF STRENGTH

- | | |
|---|---|
| ⇒ Training and Development | ⇒ Resource Optimization |
| ⇒ Process and Team Management | ⇒ Effective Leadership Styles |
| ⇒ Program / Project Management | ⇒ Six Sigma Green Belt and Lean Thinking |
| ⇒ Needs Assessment and Instructional Design | ⇒ People Management Skills |
| ⇒ Results Driven Approach and Focused mind | ⇒ Enhanced Interpersonal and Communication Skills |

MILESTONES

- Recognized twice with the Vice President's Award in 2005 and 2008 respectively for outstanding work in making significant contributions in Training which led to a marked cost reduction and exceptional results.
- Acknowledged for cost-effective training methods by being published in training journals from 2002-2007.
- Noted Spokesperson at National Training Conferences from 2001-2007 and "Corporate e-learning Champion" (e-learning magazine).
- Certificate of Appreciation in 2005 for participating on the Chief Learning Officer-Business Intelligence Board.
- Accredited with Excellence in e-learning, Brandon Hall, Judge-2003
- Achieved Training Top 100 Status in 2003 and 2006 when the Training operations were distinguished by customers and external auditors as "Best Practice" and "World Class Operation".

EDUCATION

- **Master of Business Administration Science (MBA)** from Clarkson University, Potsdam, New York in 1985.
- **BS** from SUNY Binghamton, Binghamton, New York in 1978

CERTIFICATIONS

- Certification into Six Sigma Green Belt and Lean Thinking.
- Certificate on Advanced Organizational Development

WORK EXPERIENCE

TRAINING MANAGER/INTERNAL TRAINING CONSULTANT

Company:

BOSE
Corporation,
Framingham, MA

Duration:

(Since 2003)

- ⇒ **Adjudged as the Key Associate who initiated a change in methodology towards training using learning technologies and blended approach.**
- ⇒ **Formed Corporate University to support lean enterprise incorporating comprehensive blended curriculum for global audience.**
- ⇒ **Vice President's Award Recipient twice for outstanding contribution in founding the corporate university and initiating the Learning Management System**
- ⇒ **Achieved Training Top 100 status in 2006**
- ⇒ **Crafted the first of its kind training dashboard based on Kirkpatrick metrics.**
- ⇒ **Recognized expert now focusing on generating novel learning technologies to support LOB strategies.**

Functional Roles:

- Architecture of the all-inclusive training effort based on the Toyota Production System inclusive of a 9 month leader led program.
- The Training effort was built by the usage of new virtual class format & serving global audience within a time span of 6 months.
- The system developed led to Cost reduction and on time deliverance.
- By initiating the Learning Management System created a breakthrough which supported 24/7 manufacturing operations with a just-in-time training program and on-line learning supporting high end automated operations.
- Crafted credibility by exhibiting the effectiveness of training organizations.
- Key mentor to diverse training groups.
- Efficiently serviced internal clients and executed new learning technologies to support LOB strategies.
- Engendered a pioneering leadership style that generated an exceptional feedback.

MANAGER-TRAINING

Company:

Jabil Circuit, St.
Petersburg,
Florida

Duration:

(2000 to 2003)

- ⇒ **Successfully headed training organization to Training Top 100 recognition in 2003.**
- ⇒ **Recognized as a "Corporate e-learning Champion" by e-learning magazine in 2002 for setting benchmarks in e-learning initiatives using rapid instructional design methodology on shoestring budget.**
- ⇒ Received an astounding feedback by the wave created by the rapid e-learning method, the resultant being 160 modules in a year with over 10,000 uses.
- ⇒ Rendered prompt decision making and developed training staff, thereby refurbishing the ineffective skill training programs.

ADJUNCT PROFESSOR

Company:

University of
South Florida
(USF), Tampa,
Florida

Duration:

(1996 to 2003)

- ⇒ Professor- Human Relations & Management Development for the evening professional Human Resources and Management certificate programs.
- ⇒ Functioned as an associate generating the design and delivery of new curriculum.
- ⇒ Resourceful in creating interactive sessions in the class by providing practical hands-on activities related to theoretical concepts.
- ⇒ Was graded as an "Outstanding Resource"

MANAGER-STRATEGIC SUPPORT

Company:

Equifax, Inc., St.
Petersburg,
Florida

Duration:

(1998 to 2000)

- ⇒ **Spearheaded transformational change in the form of reduction by 50% in FTE and a 75% reduced budget while supporting exponential increase of training across call center environment, resulting in 7% increase in customer satisfaction scores.**
- ⇒ Played an influential role in the training efforts for Equifax University centered on leadership and management development.
- ⇒ Instrumental in changing the outdated and ineffective functions to a refined training organization serving 3 domestic training centers.
- ⇒ Systematically ascertained and created fresh technical hires and refresher training, CBT, Intranet curriculum & Instructional design by making use of the line staff in career development ventures.

CORPORATE MANAGEMENT EDUCATION

Company:

Eastman Kodak,
Rochester, New
York

Duration:

(1986 to Dec 1991)

- ⇒ **Channelized output led to over \$20 million savings in a year.**
- ⇒ Instrumental in the design and deliverance of workshops relating to Leadership development and team management, assimilating over 360 assessments.
- ⇒ Led staff of 15 facilitators through program design, content grounding, train-the-trainer and co-ordination of new corporate directed quality campaign to over 50 business units domestically and overseas.

PREVIOUS ASSIGNMENTS

Company:

Regional
Emergency
Medical Services,
Rochester, New
York

Duration:

(1995)

- ⇒ Being associated with a one year State Granted Position, was responsible for liaising well with regional training, augment public relations and perk up recruitment efforts for 52 volunteer and paid emergency Medical services.
- ⇒ Maintained a close associated by regularly interacting with NYS Health Department and NYS Legislators.
- ⇒ Drafted the framework to improvise present effectiveness of volunteer operations statewide by leading State agency by means of tactical planning process to develop 5 year plan.
- ⇒ A longstanding volunteer EMT led to an appointment.

VILLAGE ADMINISTRATOR

Company:

Village of Avon,
New York

Duration:

(1991 - 1994)

- ⇒ Instrumental in managing the complete Village operations and reporting to the Board of Trustees.
- ⇒ Managed an array of Human Resource related functions which included union negotiations, budget drafting, administration, supervision, project coordination and press relations.
- ⇒ Acted as the Team Leader for the department heads.
- ⇒ Preserved and improvised high quality of services to components while considerably reducing operating expenses and record of downsizing property taxes each year during appointment.

PERSONAL PARTICULARS

Date of Birth : October 15th

Permanent Address : 1457 Old Douglass Road, Winnsboro, SC 29180

Languages Known : English

PROFESSIONAL REFERENCES

- To be furnished on request