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HUMAN RESOURCE DEVELOPMENT

Employee Training/Career Development/Performance Management

Areas of Expertise

- | | | |
|--------------|------------------------------|------------------------|
| ♦ Innovation | ♦ Organizational Improvement | ♦ Coaching/Mentoring |
| ♦ A.D.D.I.E | ♦ Motivation | ♦ Classroom Management |
| ♦ PowerPoint | ♦ Communication skills | ♦ Evaluations |

"Karl is a catalyst for bringing people together...his performance epitomized exceptional leadership...his professional excellence is sought out by training stakeholders throughout FORCECOM."
-Eric Thomas
Instructional Systems School Chief

PROFESSIONAL EXPERIENCE:

INSTRUCTIONAL SYSTEMS SCHOOL, Petaluma, CA

2005 to Present

Effective Senior HR Executive for all phases of design and delivery training for entry level Instructors and Designers.

Coordinated scheduling, travel and logistics for the Instructional Systems School overseeing the successful implantation of over 180 classes instructed throughout the country, ensuring staffing and materials arrived in advance to successfully train over 3,500 students throughout the Coast Guard and other Military services.

CHALLENGE: Implement a standardized Instructional Design model throughout the Coast Guard for all courses, and train all new personnel on changes, and proper course evaluation.

RESULTS:

- Developed working model examples for all stages of the Instructional Design process to demonstrate progression and enhance retention and transfer.
- Worked with the Instructional Design team to modify and update worksheets and lesson plans to user-friendly models containing substantive recommendations. Trained others in conducting Instructor and Course evaluations.
- Implemented the new course on target audience and modified based on evaluative data.
- Designed and delivered training for over **3,200** new Instructors and Curriculum Designers.
- All Coast Guard lesson plans will be standardized greatly reducing qualification process for new instructors.

Professional Development Executive. Handpicked for the oversight of indoctrinating a robust program, that outlined clear progression from entry-level to mastery for all trainers.

Program allowed for increased skills and opportunity for professional growth. Improved process and data collection to capture needs and track qualifications.

CHALLENGE: Implement mid-level and mastery skill set workshops to allow for continued professional development.

RESULTS:

- Systematically evaluated **2,000+** new trainers; provided targeted consultation, feedback, and improvement strategies.
- **350%** increase in the number of qualified instructors due to better data control and management.
- Implementation of a new Master Training Specialist Program that created 59 certified Master Trainers; estimated savings to the Coast Guard \$133,000 annually.
- **70%** decrease in the number of students disenrolled due to academic reasons.
- Awarded the **2010 ISPI award** for outstanding Human Performance Intervention.

Human Performance Intervention – Human Resources – Coast Guard Training Center

Identified a gap where students were arriving on campus unprepared for academic learning resulting in excessive disenrollment and wasting training dollars. Implemented a Human Performance intervention that was quickly adopted at other Coast Guard Enlisted Campus's.

CHALLENGE: Analyzed and designed a Human Performance Intervention Program for struggling students resulting in an intervention strategy that addresses learning difficulties, motivational strategies, Goal identification, and emotional needs intervention.

RESULTS:

- Strong credibility teaching adult learning techniques to over 2,000 students
- Designed and implemented a systematic intervention strategy to be used at first sign of academic struggle.
- Training oversight of 35+ instructors in the application of designed model for multiple schools.
- Produced immediate outcome, saved over 25 students from academic failure, and over **\$300,000** in training funds.

Master Trainer – Human Resources – Coast Guard Training Center

Led a team of Master Trainers to the gulf during the B.P. Oil disaster, to expedite on scene training in emergency response procedures. All arriving emergency responders were required to attend Emergency Management Response training prior to deploying to the scene. The current course was delivered via PowerPoint and assessed using knowledge based exams resulting in minimal retention and transfer of skills. Visited front line; determined crucial gaps between training and application.

CHALLENGE: Customize training material with innovative strategies, hands on activities, and direct application of the required knowledge in a performance based solution.

RESULTS:

- Redesigned dynamic interaction and instructional techniques proven to enhance long-term retention of material and transfer of knowledge and skills.
- Effectively designed and delivered targeted training to over **300** emergency responders, based on deficiencies observed during front line observations.
- Increased test scores and motivation from all attending employees.

Partnership with Stakeholders – Human Resources – Coast Guard Training Center

Facilitated the redesign of the new Emergency Response Course to meet the urgent demand of the clients by bringing together subject matter experts in the material and providing them intensive training in Instructional design.

CHALLENGE: Conduct a first ever targeted Instructional Design course that systematically designed an entire course of instruction while training Instructors on Instructional Design.

RESULTS:

- Implemented training of key Incident Response Instructors in the Instructional Design process and facilitated the redesign of the core Incident Response Course based on the innovative strategies implemented during the disaster response.
- Course was redesigned to performance based training to include lesson plans and student materials ready for tryout within 4 months and highlighted at the 2010 Human Performance Technology Conference.

EDUCATION/PROFESSIONAL DEVELOPMENT

American Military University, BA, (Human Resource Management) Expected May 2013

Instructional Designer Certification, Petaluma, CA (2008)

Master Training Specialist Certification, Petaluma, CA (2007)

Senior Leadership and Management Academy, Petaluma, CA. (Leadership) 2005