

Dr. Terri Horton EdD, MBA, MA, PHR, SHRM-CP, HCS, SWP

Learning & Organizational Development / Leadership Development / Future of Work

DrTerriHorton@gmail.com

[LinkedIn Profile](#)

SUMMARY

Compelling results-oriented L & D professional with blended background in consulting, corporate training & executive education that builds & delivers creative, on-brand, engaging learning experiences aligned with organizational priorities to drive performance, effectiveness & position organizations to thrive in the future of work.

KEY COMPETENCIES

Program & Curriculum Development | Instructional Design | Adult Learning | Kirkpatrick | ADDIE | Performance Management | Change Management | Strategic Planning | Talent Development | Organizational Development & Effectiveness | Evaluation and Measurement | Project Management | Program Management | Leadership & Career Coaching | Blended Learning Modalities

AREAS OF EXPERTISE

Future of Work | AI Business Strategy | Skills Gaps | Future-Focused Leadership Development | Industry 4.0 | Myers Briggs | Adaptive Learning | Micro-learning | eLearning | Curated Learning | Immersive Learning | Workforce Development | AI Fluency | Human-Centered Design | Work-Centered Learning | Rapid Re-Skilling | LMS

PROFESSIONAL WORK EXPERIENCE

Founder, Consultant, Learning & Development

2005-Present

FuturePath, LLC

Management consulting, coaching, learning and development, workshops, executive retreats, keynote speaking. Expertise in the future of work, organizational change, learning & development, innovation & the impact of artificial intelligence on organizations, leaders, teams & people. Provide strategies & learning solutions for organizations to develop agile leaders, talent, high-performing teams, future-proof their brands, innovate & scale in the future of work.

- Provide insights, training & coaching for Fortune 500 clients, US Federal agencies, nonprofits, associations, local government, higher education, international executives & officials
- Assessed organizational needs, collaborated with HR, organizational effectiveness team & functional executives across 5 locations to develop training solutions for leadership & high performing team development for 200+ employees
- Consulted with HR team to develop 6-month leadership development program for 50+ employees to develop leadership competencies aligned with Industry 4.0 & future organizational development needs
- Developed scalable Career Coaching model for candidates in transition, college graduates and 50+
- Conducted needs analysis, research & designed overarching learning & organizational development strategy, program & curriculum that included cases studies, instructor-led, curated, online, virtual and experiential learning & coaching to increase leadership bench strength by 55%
- Designed scalable learning & development program aligned with business and performance priorities resulting in 35% increase in team performance
- Designed curated micro-learning program to engage millennial and Gen Z talent, resulting in 40% increase in L & D participation rate and 28% increase in engagement surveys
- Developed future-focused IDP and coaching model for high potential talent, improved outcomes by 70%
- Developed & delivered strategic planning workshop series for corporate board members to develop vision and strategic priorities for Industry 4.0 (2020-2025)
- Designed professional development workshop series for national retailer aligned with organizational strategic initiative to increase digital and artificial intelligence fluency for 40 female executives
- Developed two-day AI strategy course for HR executives for US market on AI fluency & strategies to streamline, automate, innovate & scale in recruitment, selection, performance management & engagement

Strategy Consultant (Pro Bono)

2018-Present

Stanford Institute for Innovation in Developing Economies

Contract consulting: leadership, human resource, workforce and brand strategy

- Develop & deliver virtual leadership development programs for business leaders in emerging markets
- Identified leadership skills gaps and developed coaching solutions
- Developed multi-year IDP program for multiple departments, 5 job categories and 125+ employees
- Introduced AI platforms to improve recruitment, performance, engagement & operational efficiency

**Associate Professor, Department Chair, Associate Dean
Adtalem Global Education**

2011-2017

- Recruit hire and train business faculty for three campus locations
- Program management: 14 undergraduate, graduate and certificate programs
- Lead large-scale development & implementation of faculty training, development of competency models, new learning opportunities & roll-out for 125 FT faculty resulting in 25% increase in evaluation scores
- Developed a faculty mentoring, coaching & remediation model to improve performance resulting in 70% decrease in underperforming faculty
- Worked on national task force team to evaluate and transform IDP process to align with performance management, increase on the job development opportunities and increase management involvement in employee development and succession planning

Advertising Manager

2007-2009

Time Warner Entertainment

- Demonstrated results leading high performing and cross-functional teams across two locations in complex matrixed reporting structure and managed \$10MM client portfolio
- Developed and delivered solutions for multi-million-dollar clients including Fortune 100
- Developed market, product, pricing strategies, and market initiatives
- Managed large-scale projects from proposal to implementation
- Successfully lead teams through acquisitions, business model, cultural and structural change in complex legacy organization and matrixed reporting structure

Executive Recruiter

2006-2007

AJILON Professional Staffing

- Executive recruitment, coaching, placement, workforce development
- Full-cycle recruiting for senior level accounting positions
- Partnered with employers to define strategic objectives and hiring needs
- Subject-matter expert on market trends, target industries and roles

UNIVERSITY TEACHING EXPERIENCE

Instructor, University of California, Los Angeles & California State University, Los Angeles

2010-Present

College of Business, Certificate & Custom, Corporate Training & Executive Education Programs

- **UCLA Extension:** Certificate Program - Teach brand management & consumer research courses. Corporate Training Program - Develop & deliver custom workshops & seminars for corporate clients & international executives on future of work, workforce development, leadership, HR, high performing teams, change management, innovation, artificial intelligence business strategy, includes pre-post assessment, evaluation
- **CSULA** 2016-present: Teach business communication courses, conduct performance observations for new instructors, provide career development training, plans and workshops career development plans

EDUCATION

**Doctor of Education
Organizational Change and Leadership**
University of Southern California

2018

Certificate: Social Media in HR Policy
Cornell University

2016

Certificate: AI Business Strategy
Massachusetts Institute of Technology

2018

Master of Arts in Management
University of Redlands

2002

Certificate: Data Analytics
Cornell University

2017

Bachelor of Science, Management
University of Phoenix

2002

**EQ-i 2.0/EQ360 Certified
Emotional Intelligence**

2019

PROFESSIONAL ASSOCIATIONS

Forbes Coaches Council, Member and Contributor
Society for Human Resource Management, Member
Professionals in Human Resource Management, Member
Human Capital Institute Advisory Board, Member

2017-2019
2012-Present
2012-Present
2008-Present

SYSTEMS

Salesforce, Captivate, Workday, Cornerstone, Teachable, Canvas, Google Suite, Adobe, WebEx, Zoom