

# Lester Wright, Ed.D.

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## Learning Consultant | Program Manager | Leadership Coaching, Training, and Development

### EXECUTIVE LEADERSHIP, PERSONAL, AND PROFESSIONAL COACHING | FACILITATION | INSTRUCTIONAL TECHNOLOGY | MENTORING

A distinguished career spanning government and educational program leadership roles; highly skilled in implementing innovative learning strategies and solutions to support measurable workforce/student achievement; managed multimillion-dollar budgets, classroom/virtual instruction, and aligned talent needs with data-based learning outcomes.

#### Business Leadership

Operational strategies | Data analysis | Financial/business acumen | Consulting/client strategy | Culture building project execution | Presentation/communication skills | Market research | Budget planning | Community outreach Recruitment | Records management | Process improvement | KPIs | Goals/metrics | Compliance | Diversity

#### Training Strengths

Adult learning | Workshops, seminars, and leadership programs | Training delivery/program management Program evaluations | Technical contract requirements | Lesson planning Needs/course assessment | On-site and technology-based training | Blended learning solutions

#### Industry Certifications and Licensures

- **Taking Flight with EQ Certification** | Take Flight Learning, 2023
- **Coaching in Style Certification** | Take Flight Learning, 2022
- **Taking Flight with DISC Certification** | Take Flight Learning, 2022
- **Service-Disabled Veteran-Owed Small Business (SDVOSB)** | U. S. Department of Veterans Affairs, 2022
- **Board Certified Coach (BCC)** | The Center for Credential & Education (CCE), 2021
- **Certified DISC Behavior Analyst (CDBA)** | Chart Your Course International, 2018, 2021
- **Facilitation** | Management Concepts, 2015
- **Consulting Skills** | The Association for Talent Development, 2015
- **E-Learning Instructional Design** | The Association for Talent Development, 2014
- **Blackboard** | Troy University, 2009
- **The 7 Habits of Highly Effective People®** and **Leading at the Speed of Trust** | Franklin Covey

## Professional Experience

### THEWRIGHTCOACHING AND CONSULTING SERVICES LLC

#### Owner/Coach/Learning Consultant | 2021 to Present

As the owner, coach, and learning consultant of theWrightCoaching and Consulting Services LLC, I provide the tools and resources to individuals, professionals, and leaders that help develop and grow their skills, improve on their strengths, and design a plan for achieving their desired goals through personal and executive leadership coaching, and learning consulting soft-skills workshops. I also provide a comfortable environment where the clients can develop functioning plans through positive psychological interventions that enhance their well-being, individual achievement, and resiliency.

- Design and develop soft-skill workshops of various lengths including developing participant materials and conducting review meetings on participant materials for customer approval before proceeding to delivery.
- Provide one-on-one and/or group remote coaching sessions that include assessments and strategies to help clients to achieve their personal, career, and leadership goals through 1:1 remote video sessions.
- Provide a holistic approach to achieving the client's goals.
- Develop and provide self-management tools supporting personal and professional lifestyle changes that are sustainable.

### NATIONAL AERONAUTICS SPACE ADMINISTRATION (NASA)/GODDARD, Greenbelt, MD

#### Human Resources SME/Program Manager/Learning Consultant | 2013 to 2020

Served as a critical advisor and learning consultant to HR business partners and customers, emphasizing development and compliance with institutional policies and state/federal regulations. Oversee numerous employee training and development programs (Mentoring, New Employee Orientation, Leave and Telework, Evaluation, Health and Safety, Professional Readiness Engineering); tracked goals and designed/delivered content for >2,000 employees annually.

- Designed a 9-month Mentoring developmental program; expanded and implemented by other federal organizations as an in-service training program. Managed a program budget of >\$135,000 for operations, external contracting, and key processes impacting >500 NASA employees annually at nine locations.
- Facilitated New Employee Orientation training to >700 new employees (2017-2020), focused on role expectations, work environment, policies/procedures, and available center resources.
- Established a Leave and Telework training program; trained > 200 managers annually on policy development, program implementation, program evaluation, and data collection/reporting.
- Managed the Program Evaluation Program; collected employee feedback and produced summary reports using qualitative/quantitative methodology for proper data gathering and analysis of curricula, instructional methods, delivery, and support activities.
- Identified and assessed resource and finance training needs; managed >15 onsite resources and finance courses to improve staff knowledge, skills, and work quality.
- Recognition includes the Innovation Award (2018), You Make the Difference Award (2017, 2020), Interdependence Award (2015), & Rookie of the Year (2014).

## Professional Experience (cont.)

### **NORTHERN VIRGINIA COMMUNITY COLLEGE, Arlington, VA**

#### **Military Program Administrator | 2013**

Led the service delivery function for active-duty military members, veterans, and their families; served as a liaison between military education offices at military installations and campus.

- Managed multiple student service centers; assisted with recruitment/planning activities and counseled students pursuing graduate and online undergraduate degrees. Delivered presentations to student groups and collaborated with organizations involved in the admissions process.

### **TROY UNIVERSITY, Arlington, VA/Ft. Belvoir, VA**

#### **Adjunct Faculty | 2010 to 2013**

#### **Site Director/Area Coordinator — Military Programs | 2009 to 2012**

Managed operational budget of >\$1.3 million (including tracking and approving all invoices/expenditures) and provided administrative and fiscal oversight of locations in the Washington, DC metro and Pennsylvania. Served as veteran certifying official and academic advisor to vocational rehabilitation students.

- Boosted student enrollment; modified strategies to improve the conversion of existing leads.
- Established organization-wide credibility; developed solutions to business challenges, and continuously improved key performance metrics to achieve goals.

#### **Site Coordinator/Undergraduate Academic Advisor | 2003 to 2007**

Managed multiple student service centers, assisted with recruitment/planning activities, and counseled students pursuing graduate and online undergraduate degrees. Served as veteran certifying official and academic advisor to vocational rehab students.

- Correlated attrition/retention statistics to identify student withdrawal patterns; identified specific courses or faculty with high course withdrawal rates or challenging academic areas.
- Managed timely receipt and processing of documents; ensured electronic tracking and maintenance of applicant records/program performance, including budget and financial information.

### **UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE, Adelphi, MD**

#### **Adjunct Faculty | 2008 to 2014**

#### **Assistant Director—Outreach Marketing | 2007 to 2009**

Facilitated and promoted university growth and expansion, researched market opportunities, and established guidelines for targeted programs and new educational opportunities.

- Augmented course delivery through consistent data-driven research and innovation; created outreach projects to enlist students while serving as a university spokesperson.
- Boosted admissions through vigorous campaigning and expansion of university reach.

*Additional Professional Experience: United States Army | 1998 to 2002*

## Volunteer Work

### **AMERICAN CORPORATE PARTNERS(ACP)/ADVISORNET**

### **Advisor/Mentor/Coach | 2020 to Present**

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I volunteer my time and expertise to assist veterans seeking short and long-term career development goals through mentoring, coaching, and networking opportunities.

### **OUR CAUSE EDUCATION AND SCHOLARSHIP FOUNDATION**

#### **Board of Directors | 2020 to Present**

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I serve on the Foundation's Board of Directors, providing guidance by contributing to the organization's culture, strategic focus, effectiveness, and financial sustainability. I also serve as an ambassador and advocate for the Foundation.

### **CITY OF WEST BEND, WISCONSIN LIBRARY BOARD**

#### **Board of Directors | 2022 to Present**

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Serve as Board of Director to the public library in the city of West Bend Wisconsin, where I provide guidance by contributing to the public library's strategic focus, effectiveness, and financial sustainability, in addition to controlling the expenditure of all monies collected, donated, or appropriated for the library fund and of the purchase of a site and the erection of a library building whenever authorized.

## **Education**

- **Graduate Certificate in Evidence-Based Executive Coaching** | WALDEN UNIVERSITY, Minneapolis, MN | 2021
- **Doctor of Education in Higher Education/Adult Learning** | WALDEN UNIVERSITY, Minneapolis, MN | 2015
- **Master of Education in Adult Education/Instructional Technology** | TROY UNIVERSITY, Arlington, VA
- **Bachelor of General Studies in Social Science** | LOUISIANA TECH UNIVERSITY, Ruston, LA

## **Organizational/Thought Leadership**

- Phi Beta Sigma Fraternity, Inc. | Life Member
- Phi Mu Alpha Sinfonia | Life Loyal Member
- Kappa Kappa Psi Honorary Band Fraternity
- American Evaluation Association
- American Psychological Association
- Society for Industrial and Organizational Psychology (SIOP)
- Association for Talent Development (ATD)
- Wright, Lester, Ed.D. "How to Leverage Modern Mentoring with Your Organization's Developmental and Technical Programs." Association for Talent Development (ATD) Conference 2017. Presentation. Atlanta, Georgia.
- Wright, Lester, Ed.D., and Nadeeka Jayatilake, Ph.D. "NASA Goddard Space Flight Center's Program Evaluation Strategy." Association for Talent Development (ATD) Conference 2015. Presentation. Orlando, Florida.