

Boris Y. Libman

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LEARNING AND DEVELOPMENT LEADER

Extensive hands-on experience in Learning & Development, Talent Management, Project Management, Operational Excellence, and Workforce Analytics. Proven track record of achieving significant business results and cultural change by improving employee performance and building organizational capabilities for global workforce in life sciences.

Demonstrated ability to innovate, influence, build high-performance teams and strategic partnerships at all enterprise levels / functions and across global cultures, and implement efficiently and effectively. Key areas of expertise include:

- Design, implementation, assessment and refinement of scalable, agile global Leadership & Development (L&D) strategy
- Training needs assessment and focused solution design
- Performance and change management consulting
- Understanding of highly-regulated biotech/ pharma industry
- People / team leadership, coaching and empowerment
- Implementation of learning technologies and analytics
- Cross-functional program management and execution

PROFESSIONAL EXPERIENCE

PAREXEL INTERNATIONAL – Billerica, MA

2012 – 11/2019

Biopharmaceutical Services Company, \$2.3B in revenue, 18,600 employees, with offices in 54 countries

Program Director, Corporate Project Management Office (2018 – 2019)

Selected to lead a mission-critical Global Workforce Planning strategy to transition key technical roles to high-growth locations and achieve \$27M in savings.

- Managed large cross-functional business and technology teams to execute an effective workplan and achieve target savings eight months ahead of schedule.
- Collaborated with HR business partners and operational leaders on a plan to achieve >90% of transitions through attrition, attaining \$2M in severance cost avoidance, while maintaining training compliance of 95% across the sites.
- Directed all program activities, inclusive of critical path and risk assessment, cross-program dependencies, management and mitigation, rollout of technical learning solutions and onboarding practices.
- Developed integrated governance framework and processes, established financial value capture and KPI reporting, presented updates to senior leaders, site leadership teams, and key stakeholders.

Global Training Business Partner for Quality, IT & Finance Organizations (2016 – 2018)

Partnered with senior leaders to provide performance consulting, design and implementation of effective L&D solutions to enable organizational growth and operational effectiveness for functions with > 2,500 employees worldwide. Conducted training effectiveness studies to drive content improvements and focus strategic investment into core functional curricula.

- Built innovative competency-based development curricula for leadership/ customer-focused roles to maximize experience, skill, and ensure training compliance.
- Consulted to define and manage the Subject Matter Expert (SME) Career Track (framework, criteria, and process) for identifying, developing, and recommending a slate of SMEs to the Executive Leaders for SME CVP/ VP appointments.
- Managed update and cadence of trusted advisor, drug development and other performance and capability training to 300+ Leaders to promote ongoing and integrated, high-impact learning activities and help build exceptional leaders.
- Led design, data collection/ analysis, and publication of 6 training effectiveness studies to measure business impact, drive continuous improvements of L&D offerings, and enable strategic investments in to core functional curricula.
- Established and operationalized L&D performance metrics to support PAREXEL's efforts in earning Training Magazine's 'TOP 125 Award' in 2015 and 2017 and in driving performance and operational improvements.

Senior Manager, Americas Region - Training Operations & Analytics (2014 – 2016)

Promoted to build the first ever training operation organization. Engineered and implemented global processes for consistent and cost-effective delivery of all blended, online and Instructor-Led Training (ILT) to about 6,400 employees in the Americas. Managed P&L of \$1M+. Hired and managed a team of 4 training associates.

- Streamlined and standardized training logistics processes, including vendor management, cadence and marketing, LMS tracking, and training communications to enable successful delivery of 320 functional, Management & Professional Development (M&PD), leadership ILT classes to 4,370+ employees in FY16 [60% and 40% YoY increase, respectively].
- Led team improvement activities, leveraging Lean/ Six sigma tools and L&D operational metrics to improve class attendance to 75% (average), achieve full cost-recovery (~ \$400K/ year) for vendor-delivered offerings and increase learner's satisfaction (avg. 4.2 out 5.0) across all supported training.
- Created Learning Communities of Practice to promote best training practices, standardize learning tools and processes, and develop and coach over 40 in-house training facilitators across the enterprise.

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Principal Learning & Organizational Development Consultant (2012 – 2013)

Managed implementation of first enterprise-wide Employee Engagement Survey (EES) and created tools for guiding leaders in consistent and thoughtful planning and communication of cross-functional changes.

- Collaborated with HR business partners, talent management team, and external vendor to design, communicate and implement the first company-wide EES, attaining a 75% response rate across 14,000 employees. Analyzed, interpreted and reported results to drive development of targeted learning and technical training solutions.
- Partnered with organizational development experts to create, implement and refine change assessment and communication tools for guiding leaders in implementation of effective, consistent, and proactive change management.

BOSTON SCIENTIFIC CORPORATION – Natick, MA

2006 – 2012

Developer and manufacturer of medical devices, \$9.8B in revenue, 32,000 employees, with offices in 30+ countries

Learning Technology Project Manager, Corporate Learning & Development (2010 – 2012)

Managed complex projects to leverage learning technologies and workforce analytics in support of establishing and executing on global employee development strategy and processes.

- Technical Lead for project that replaced a manual succession-planning process with a software-based platform. Evaluated prospective vendors, selected and configured SAP SuccessFactors to use enterprise-wide.
- Managed L&D activities in collaboration with HRIS and LMS vendor for establishing and testing business requirements to ensure successful rollout of the enterprise-wide LMS to over 17,500 employees in 40+ countries.

Principal Learning Technology & Process Improvement Analyst, Corporate Learning & Development (2006 - 2009)

Identified technology needs, provided recommendations and managed implementation of cost-effective, regulation-compliant learning technologies and global processes to support corporate L&D's mission of building and enhancing performance and capabilities.

- Managed successful integration of 6 disparate training systems into 1 enterprise-wide LMS to ensure regulatory compliance, in partnership with IT team.
- Reduced eLearning deployment time and cost by over 50%. Managed the project, defined and standardized development practices/ tools.

THE GILLETTE COMPANY (Division of Proctor & Gamble) – Boston, MA

1994 – 2006

Personal Care company, \$6.6B in revenue, 30,000 employees globally

Senior Training Specialist/ Learning Technology Project Manager (2001 – 2006)

Led rollout of the first global LMS and processes. Managed learning needs analysis, design, development, and delivery of functional, leadership and M&PD training to 300+ employees. Managed \$4M budget, and led 7 reports.

Senior Manufacturing Engineer/ Project Manager, Assembly and Packaging Group (1994 – 2001)

Managed process improvement efforts and training delivery for 250 manufacturing employees to achieve 17% increase in operational efficiencies and 95% in regulatory training compliance, resulting in annual savings of about \$315K.

EDUCATION

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| • M.B.A., with focus on Learning & Information Technology | Babson College |
| • Six Sigma, Green Belt | Greater Boston Manufacturing Partnership |
| • Project Management Certificate | Northeastern University |
| • B.S., Mechanical Engineering | University of Massachusetts, Amherst |
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PROFESSIONAL AFFILIATIONS AND SPECIAL CERTIFICATIONS

- Agile Project Management Fundamentals (APMF) from Management and Strategy Institute – in progress
 - Member, Greater Boston Manufacturing Partnership, University of Massachusetts, Boston
 - Development Dimensions International, Facilitator Certification
 - Langevin, Instructional Design for New Designers Certification
 - Member of Association for Talent Development
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TRAINING TOOLS AND COMPUTER SKILLS

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| • Project Management Tools: Microsoft Project and Amplify. | • Content Creating Tools: Canva, Camtasia, and YouTube |
| • Learning Management Systems: SAP Litmos, Adobe Captive | • Content Management Systems: WordPress and Drupal |
| • Video Training Tools: WebEx, GoToMeeting, and Zoom | • Microsoft Office Suite applications |
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