**Matthew G. Valencius**

Quincy, MA 02170-2523 | +1 781-974-3245 | mgvalencius@gmail.com | linkedin.com/in/valencius

**SENIOR LEARNING & DEVELOPMENT LEADER**

Accomplished learning professional with deep skills bridging learning design, leadership, and technology. Led global teams at Boeing and IBM to create impactful learning experiences, including patented applications and award-winning solutions. Demonstrated success in managing large-scale initiatives, developing future talent, and driving business growth through continuous learning innovation. Recognized as a top leader in the industry with a track record of delivering measurable results and shaping organizational learning culture.

**AREAS OF EXPERTISE**

Learning Thought Leadership| Training Strategy | Instructional Design | Design Thinking | Learning Evaluation | Learning Technologies | Digital Transformation | Leadership Development | Sales Training | Learning Science |

Agile Project Management | Cross-Border Collaboration | Cross-Functional Leadership | Vendor Management | Stakeholder Management | Innovations in Practice

**CAREER HIGHLIGHTS**

**Global Learning Strategy and Innovation**

* Led global offering management and learning design teams to create and curate impactful learning experiences that empowered employees at Boeing and IBM, from new hires to executives.
* Leveraged AI, cloud, and digital technologies to enhance these learning experiences.
* Partnered with senior executives and the University of Washington to educate Boeing engineers on artificial intelligence and machine learning.
* Proved the value of the follow-the-sun talent model to Boeing Learning & Development as a founding member of L&D’s first international Hub in Gdansk, Poland in 2022.
* Opened IBM Learning’s first physical design studio in Cambridge, MA in 2017, recruiting millennial talent skilled in data science and machine learning.
* Authored IBM’s e-learning standards and earned recognition as one of Training Magazine’s “Emerging Leaders” in 2013 and “Top 10 Young Trainers” in 2009.

**Learning Application Development & Innovation**

* Launched Boeing’s first digital badging offerings in 2022 along with a course on agile practices for managers and team leaders.
* Created a range of patented, patent-pending, and award-winning learning applications, including Edvisor, a tool that delivered personalized learning recommendations to 30,000 IBM managers. This patented software earned a gold "Excellence in E-Learning" award and three "Citations for Best Practices" from the Association for Talent Development (ATD).

**Relationship Management**

* Managed software development partnership with IBM, generating $1-2 million in annual revenue from 1998 to 2003. Secured IBM's confidence in consistently delivering high-value solutions, driving long-term success.

**General & Project Management**

* Managed global instructional design teams and a consulting group, driving performance management, skills development, forecasting, recruiting, and financial oversight. Held PMI PMP certification.

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**EXPERIENCE**

**THE BOEING COMPANY,** Arlington VA **10/2021 – 4/2025**

**Senior Manager, Learning Technology,** 1/2024 – 4/2025

**Senior Manager, Cross-Function Initiatives,** 7/2023 – 1/2024

**Senior Manager, Enterprise Skills,** 10/2021 – 7/2023

**IBM CORPORATION,** Armonk, NY **4/2019 – 10/2021**

**Learning Consultant, Corporate Social Responsibility**

Launched an online platform to allow children and young adults to earn digital badges related to technology topics during the COVID pandemic. Authored white papers, P-TECH (a public-private partnership enabling high school students to earn a college degree) case studies, and award nominations.

**IBM CORPORATION,** Armonk, NY **5/2003 – 1/2018**

**Senior Manager, Offering Management & Learning Design,** 12/2016 – 1/2018

**Senior Design Manager, Center for Advanced Learning,** 5/2011 – 11/2016

**Manager, Sales Learning Design & Development,** 4/2008 – 5/2011

**Senior Learning Technologist, IBM Center for Advanced Learning,** 5/2003 – 4/2008

**ADDITIONAL RELEVANT EXPERIENCE**

**INTERLIANT, INC.,** Woburn, MA

**Senior Project Manager, Consulting Manager**

**THE JACOBSON GROUP, INC.,** Cambridge, MA

**Project Leader, Consultant**

**EDUCATION**

**Bachelor of Science (BS) Honors Degree in Engineering Sciences**

Harvard College, Cambridge, MA

**Masters of Business Administration (MBA), Human Resource Management with distinction**

Edinburgh Business School, Heriot-Watt University

**INTERESTS**

* Previous co-chair of ATD Forum Advisory Group
* Previous member of ATD Sales Training Committee & Training’s Editorial Board
* Treasurer of Ummeed Child Development Fund, Inc.
* Previous WHRB tech committee chair
* Girl Scout Volunteer