

Alexis Rivera Jr.

Relevant Experience

Chief, Employee and Leader Development Division (CLO)

Aug 2019 - Present

Defense Counterintelligence and Security Agency

Quantico, Virginia

- Serves as the Chief Learning Officer, Senior Advisor, and subject matter expert to Agency leadership regarding the development, implementation, and alignment of workforce development initiatives to support the Agency strategic and operational goals.
- Manages and supervises the activities of the Employee and Leader Development Division comprised of 35 federal civilians and contractors responsible for the development and delivery of wide range of workforce development programs.
- Consults and provides expert technical advice to management officials, supervisors, human resources specialists, and employees on determining training needs, and as appropriate, develop strategies using available resources to support training, education, and leader development initiatives.
- Performs organizational, fiscal, and training program management analysis to assess the efficacy of training programs through qualitative and quantitative analytical techniques, knowledge of automation, and application of management processes and methodologies in the analyses of training and education policies.
- Performs the analysis of human resource data to identify trends for decision-making, process improvement and business development strategies using data mining, statistical analysis, quantitative analysis, predictive modeling, computer programming and operations research to quantify performance.
- Develops workforce communications providing information regarding employee and leader development goals, processes, and procedures ensuring the workforce understand how to maximize the agency employee and leader development resource or programs.
- Presents orally or in writing information, decision briefings, reports on findings, and conclusions to develop data-based recommendations designed to assist agency management in organizational decision-making.

Training Analyst

Nov 2017 – Aug 2019

Army Resiliency Directorate

Arlington, Virginia

- Served as the Contracting Officer Representative for training and education development contracts in support of Army resilience training programs and 28 Training Centers valued at \$225,000,000 that employed 263 geographically distributed contractors.
- Served as the Project Officer for Ready and Resilient (R2) training management and curriculum development in support of the Army modernization and transformation efforts for 52 human performance related training programs.
- Lead the development of short and long-range plans, projects, and activities to plan, forecast, budget, execute, and synchronize training operations for 28 Training Centers that included establishing mobile training teams that provided training courses and human performance consulting to over 10,000 soldiers, government civilians, and family members.
- Developed evidence based training strategies that incorporated emerging technology designed to optimize training by implementing new training methodologies, concepts, and techniques to train and sustain units.
- Analyzed training and education in Army schools, centers, and agencies to determine gaps and recommend new or modify existing training products to align with the Army resilience continuum of learning.
- Developed the resilience leadership learning framework providing skill enhancement opportunities for Department of the Army personnel through mentorship, coaching, relationship building, and team building learning content. .
- Coordinated with program managers and training developers throughout the Army to ensure units integrating R2 enterprise-level training that progressive, relevant, and evidence-based.
- Served as the project officer for research and development initiatives designed to identify future requirements; revising organizational goals and objectives; partner with external government, academia, and private industry experts in the creation, design, and development of evaluation plans and collection tools to evaluate training.
- Provided technical expertise and authored Army training policy designed to provide human performance program guidance and oversight for establishing resilience and leader focused training programs.
- Represented the organization domestically and internationally presenting briefs, papers, and studies that supported decisions, actions, and strategies for communicating R2 current and future initiatives.

Project and Knowledge Management Specialist**Aug 2017 – Nov 2017**

Advanced Decision Vectors

Alexandria, Virginia

- Supervised and managed the assignment of tasks, daily scrum, and in progress tasks of a 6 person software development team in the design, development, and implementation of cloud based application.
- Researched emerging information technologies (such as Red Hat Server, Mail Servers, JAVA Programming Language, Spring Framework, Thymeleaf, HTML 5, CSS 3, Bootstrap, Java Script, and Oracle 12c) to identify opportunities for information systems improvements for the development of Advanced Protocol Reporting System (APRS) web application.
- Translated over 600 functional requirements into design document and specifications for the development of the APRS web application in support of the Department of Commerce.
- Evaluated feasibility studies, trade-off analyses, customer requirements to ensure developed solutions met information systems design specifications and quality assurance standards.
- Developed change management plans to facilitate the capture of current programmatic procedures and policies for deployment of the APRS system.
- Served as technical expert and advisor on web development and project management activities providing the Department of Commerce government lead timely status reports and driving the development of key tools and processes to effectively deliver IT projects for the client.

Senior Training Developer**May 2017 – Aug 2017**

ACI Federal – Integrated Pay and Personnel System - Army

Arlington, Virginia

- Provided oversight and monitored compliance with DOD and Army training guidance, doctrine, publications, standards, policies and procedures applicable to the development training products.
- Lead the planning and management of tasks to develop, implement, maintain, and manage Curriculum Development Plans, Training Tasks Lists, Training Implementation Plans, Training Product Management Plans, and Training Support Plans.
- Supervised training product development to develop, implement, maintain, and manage training products such as Training Prototypes, Web-based Training, Instructor-led Training, UPK based Distributed Learning courseware products, Web-based Knowledge Management Product, Job Aids, and Student Evaluation Packages.
- Lead the development of Tableau dashboards and statistical models designed to present data related to training product development and implementation providing modeling capabilities and performance metrics.
- Managed training implementation tasks to conduct mobile training, develop and conduct Instructor Certification courses, conduct Site Survey Trips, and manage electronic course records.
- Served as the Training SME during product testing providing training product validation and recommendations for corrections or improvement.
- Represented the organization at professional meetings, lectures, and panel discussions to discuss training requirements and development.

Adjunct Faculty - Part Time**October 2016 – Present**

Marine Corps University/Davis Defense Group

Quantico, Virginia

- Developed training objectives and measurable instructional goals in the Career Leadership Course classroom to promote a systems approach to training and education during classroom and online instruction.
- Developed training material and facilitated 150 hours of classroom instruction in the learning areas of critical thinking, leadership development, individual resiliency, human resource management, communication studies, ethics, decision-making, and military studies designed to meet academic objectives and goals.
- Integrated Marine Corps' doctrine of leadership theories with academia concepts throughout the curriculum to improve student learning, real world application, and course cohesion.
- Facilitated online coursework and curriculum, online discussions, and managed student performance through the use of Blackboard and Moodle learning management systems.
- Established positive classroom environments, incorporated a variety of active teaching methodologies, and assessed student learning through formative and summative assessments.

- Developed innovative training tools such as real-world practical exercises, scenario-based learning, and decision forcing cases that facilitated active and student-centered learning strategies.
- Created long short and long-term educational goals with each student and charted their educational and professional plans for continued growth.
- Conducted individual coaching formally, informally, and through ongoing feedback focused on the student's self-development and professional goals to maximize their performance and potential.

Training and Development Manager

February 2015 - May 2017

2D Maintenance Battalion

Camp Lejeune, North Carolina

- Managed organizational training requirements and initiatives for 55 employees that included health and wellness, individual resiliency, coaching and mentoring program management, technical skill training, and professional development that supported organizational core competencies.
- Conducted individual and team-based coaching focused improving performance, team building, and cohesion.
- Develop training plans for individual training and small group sessions based on employee and organizational learning needs to improve maintenance knowledge and professional skills for workplace success.
- Developed statistical instruments to collect and record data to determine training gaps or improvement areas and development learning internal or external training resources.
- Conducted needs analysis leveraging customer feedback, field interactions, subject matter expertise, and employee observation to analyze and identify gaps in training requirements, modify existing training programs, develop new training programs, and develop performance measures to monitor successful learning.
- Developed, analyzed, and planned training program strategies for the organization that committed physical and financial resources across fiscal years.
- Evaluated training needs and adjusted employee professional development and educational programs to meet organizational objectives.
- Established recognition programs for individual and team improvements that supported organizational goals and objectives.

Leadership Development Manager

June 2014 - February 2015

Combat Logistics Regiment 25

Camp Lejeune, North Carolina

- Supervised the implementation of an organizational Leadership and Ethics Course that included identifying instructional classroom requirements, preparing facilities, faculty professional development, and implementation.
- Lead the procurement of more than \$10,000 in classroom technology and supplies furnishing six independent classrooms fitted with modern instructional technology.
- Facilitated 280 hours of ethics and leadership, coaching, mentoring education focused on promoting personal and professional development for 400 employees.
- Facilitated 60 hours of instructor professional development for 15 employees including adult learning theories, facilitation and teaching techniques, critical thinking, ethics, and leadership that increased instructor proficiency.
- Coordinated the integration of subject matter experts and leadership panels throughout the course to provide real world leadership skills and perspective that employees could immediately apply in their work sections.
- Developed and analyzed measurement instruments based on Kirkpatrick's four levels of evaluation that provided management with critical feedback from 400 employees that resulting organization changes regarding culture and daily operations.
- Established processes and procedures to continuously monitor, evaluate, revise, and improve the program and curriculum to ensure the learning content remained relevant and informed by current instructional methodologies and technology trends.
- Utilized communication and outreach plans to generate organizational interest and synchronize related activities to course delivery, seat utilization, program awareness.

Faculty Development Manager / Senior Instructional Designer

June 2009 - June 2014

Marine Corps University

Quantico, Virginia

- Supervised a team of five Instructional Systems Specialists in the curriculum mapping, analysis, design, development, implementation, and evaluation of professional development and leadership courses through the application of the ADDIE instructional system design model designed to educate over 12,000 students annually.
- Provided mentorship, guidance, objectives, and daily expectations for employees engaged in curriculum development by communicating both verbally and electronically to ensure accountability of work, monitor curriculum development tasks, establish work schedules, assign tasks, determine project deadlines, and maintain appropriate oversight of project time-lines.
- Managed the statistical analysis of student performance data designed to assess curriculum effectiveness for professional development and leadership courses that identified improvement areas and trends resulting in a portfolio wide curriculum review and redesign.
- Designed, developed, and implemented, and facilitated a 120-hour course that prepared faculty to facilitate classroom instruction, develop training materials, employ instructional aids, and integrate active learning strategies within their teaching practices.
- Facilitated over 500 hours of classroom instruction in adult learning theories, teaching methods, facilitating Socratic seminars, classroom management, lesson planning, communication, and ethics.
- Designed the faculty development model and program providing instructors an evidenced based individual development track that included self-evaluation and reflection exercises, peer mentoring, individual coaching, workshops, and educational activities to promote instructional excellence.
- Coordinated and interacted university staff members to develop faculty development activities designed to meet institutional and individual needs for more than 150 faculty members distributed throughout the world.
- Conducted inspections of the six Marine Corps Enlisted Leadership schools evaluating adherence to program objectives, standard operating procedures, teaching practices, student management practices were in accordance with organizational policies.
- Conducted individual and team-based coaching focused on improving teaching practices, classroom management, and course management.
- Collaborated with the distance-learning department to develop five web-based leadership development courses delivered through the Blackboard and Moodle learning management systems.
- Served as the Marine Corps representative on the Enlisted Military Education Review Council and the Joint Enlisted Education Council to providing updates/status reports to senior level officials and institutional leadership on the Marine Corps' enlisted education programs.
- Served as a focus group leader during the annual Enlisted Professional Military Education Course Content Review Board in which a detailed institutional analysis was conducted with more than 150 participants to determine future educational needs and to ensure relevancy, accuracy, and effectiveness of existing curriculum.

Lead Instructor

Sept 2006 - Jun 2009

Marine Corps University

Kaneohe Bay, Hawaii

- Supervised the facilitation of classroom instruction in compliance with Marine Corps University curriculum and adult learning methodologies for over 450 students and 15 faculty members.
- Developed, and validated academic schedules, faculty and student lesson material, testing instruments, performance evaluation checklists for 15 courses.
- Supervised the validation of testing instruments through the analysis of student performance data and provided recommendations for the revision of testing instruments or course material.
- Instructed, supervised, and evaluated student performance totaling over 1500 hours of classroom instruction in the areas of physical fitness, leadership, mentorship, coaching, individual resiliency, military operations, small group discussions, human resource development, written and oral communication studies.
- Evaluated the training program to ensure compliance with administrative policies and procedures, learning objectives, instructional methods and techniques, qualifications of staff and faculty, adequacy and utilization of training aids, facilities, equipment, testing, and student counseling.
- Conducted statistical analysis regarding student performance, instructor performance, learning program efficacy to identify trends for improving the effectiveness of learning.

- Administered the faculty initial certification and periodic evaluation program for 15 faculty members ensuring teaching and student management activities met Marine Corps University faculty guidelines.
- Developed and facilitated the professional and leader development program for 15 faculty members regarding adult teaching theories/methodologies, instructional system design, classroom management, facilitation and teaching techniques, critical thinking, and ethics studies encompassing 250 hours of classroom instruction based on course surveys, classroom observation, and student evaluations.
- Coordinated with Hawaii Pacific University provide self-development opportunities for staff and faculty members concerning adult learning theories, instructional systems design, facilitation and teaching techniques, classroom management, writing techniques, and interpersonal communication.
- Recognized for teaching and academic excellence for academic year 2007.

Presentations & Posters

Presented at 2019 Military Health System Research Symposium:

- Knust, S., Booth L., Kumparatana, P., **Rivera. A.**, & Olson, C. (2019). Revising the Master Resilience Trainer Course: From a Front-end Analysis To A Curriculum Map
- Booth L., Kumparatana, P., **Rivera. A.**, & Olson, C., Knust, S. (2019). Deployment Cycle Resilience Training: Quality Improvement Program Evaluation
- Kumparatana, P., Booth L., **Rivera. A.**, & Olson, C. Knust, S. (2019). Leader Development: Connecting Resilience to Army Doctrine

Presented at 2019 Association for Applied Sport Psychology Conference:

- Knust, S., Booth L., Kumparatana, P., **Rivera. A.**, & Olson, C. (2019). Coach Education: Rethinking the Strategy to Improve Soldiers' Readiness and Resilience
- Knust, S., Booth L., Kumparatana, P., **Rivera. A.**, & Olson, C. (2019). Developing the Army's Leaders: A Snapshot of the Master Resilience Trainer

Presented at 2019 American Public Health Association Annual Meeting and Expo

- Booth L., Kumparatana, P., **Rivera. A.**, & Olson, C., Knust, S. (2019). Soldier Deployment Cycle Resilience Training: Quality Improvement Evaluation
- Kumparatana, P., Booth L., **Rivera. A.**, & Olson, C. Knust, S. (2019). Spouse Development Cycle Resilience Training: Quality Improvement Evaluation

Education

Master of Education (Major: Instructional Design and Technology)	2021
E-Learning Graduate Certificate	2020
Master of Business Administration	2018
Bachelor of Science in Business Administration, Major: Computer Information Systems	2010

Training

Chief Learning Officer Program	Est. March 2024
Leadership Practice Inventories Certification	2021
ATD Facilitating Virtual Training Certificate	2020
ATD Creating Leadership Development Programs Certificate	2020
The Myers-Briggs Type Indicator Certification	2020
Emotional Intelligence (EQ-i/EQ-I 360) Practitioner Certification	2020
Fundamental Interpersonal Relations Orientation Business (FIRO-B) Certification	2020
Contracting Officers Representative Course	2018
Fundamentals of System Acquisition Management	2018
Advanced Instructor Course	2012

Curriculum Developers Course	2007
Mentor's in Violence Prevention Trainers Course	2006
Basic Instructor Course	2006
Systems Approach to Training Course	2006