

Adam Leibler

Louisville, KY · 404.245.5471 · adam@adamleibler.com · linkedin.com/in/adamleibler · adamleibler.com

Organizational Learning & Development Leader

Strategic L&D and OD leader with 15+ years building capability systems that strengthen leadership, scale culture, and drive measurable performance. Proven player-coach: owned end-to-end learning programs at Twitch, led LMS transformation at Terminix, and advises federal and enterprise clients on AI-enabled organizational effectiveness. 5+ years direct people leadership (U.S. Army). CPTD candidate. 4.0 B.S. in Organizational Leadership & Learning.

Core Competencies

Learning & OD Strategy · Leadership & Manager Development · Organizational Diagnostics · Change Management · AI-Enabled Workforce Capability · LMS Administration (Workday Learn, Cornerstone, Moodle) · Career Architecture & Succession · Kirkpatrick & ROI Measurement · Executive Stakeholder Influence · Distributed Team Leadership

Professional Experience

Learning & Organizational Development Consultant · Independent Contractor Oct 2022 – Present
Clients: HHS · U.S. Dept. of Veterans Affairs · Frontdoor · Diversified

- Serve as trusted L&D and OD advisor to senior leaders at federal agencies and enterprise clients — diagnosing capability gaps, shaping multi-year learning roadmaps, and designing manager enablement programs that embed development into business transformation rather than running it as a standalone function.
- Led AI adoption across client engagements, building team fluency in generative AI tools and integrating them into design, facilitation, and feedback workflows — reducing production timelines by 40% while raising quality standards.
- Administered LMS platforms for multiple clients, leveraging learner analytics to demonstrate impact and continuously improve engagement; built Undrift (undrift.io) — an AI co-facilitator born from a recurring facilitation problem I decided to fix rather than work around.

Senior Program Manager, Engineering Education · Twitch Interactive (Amazon) Mar 2021 – Oct 2022

- Owned the flagship engineering education program end-to-end for a 500+ person globally distributed org — strategy, budget, roadmap, facilitation, and measurement — run as an internal business unit with clear KPIs tied to engineering performance.
- Partnered with Engineering, Product, and HR leadership to diagnose manager capability gaps and design blended development pathways, reducing new-hire time-to-first-contribution to under 30 days.
- Built communities of practice and internal champion networks that embedded new tools and ways of working directly into team workflows — learning in the flow of work, not separate from it.

Adam Leibler

Louisville, KY · 404.245.5471 · adam@adamleibler.com · linkedin.com/in/adamleibler · adamleibler.com

Instructional Designer II / LMS Admin · Terminix International (ServiceMaster) Sep 2017 – Mar 2021

- Led the Workday Learn LMS transition for a 10,000+ employee enterprise — governance, content migration, compliance reporting architecture, and ongoing platform administration.
- Designed and delivered blended learning for 5,000+ frontline and corporate employees across field operations, call centers, and shared services, supporting onboarding, compliance, and performance improvement.
- Administered SharePoint and M365 environments as a secondary function, building knowledge management structures supporting enterprise L&D operations.

Senior E-Learning Developer · ELB Learning (formerly eLearning Brothers) Jul 2012 – Apr 2016

- Earned Brandon Hall Award for Excellence in Learning (Best Use of Games and Simulation) for award-winning Fortune 500 client work; built a modular Articulate template library used by thousands of developers worldwide.
- Served as instructional design authority for enterprise clients, advising on learning strategy, technology selection, and scalable program architecture.

Satellite Communications Operator/Maintainer (SGT E-5, 31S) · U.S. Army Aug 1998 – Nov 2005

Fort Eisenhower (Gordon), GA · Stuttgart, Germany (2 Overseas Tours) · TS/SCI Clearance (Inactive)

- Led 4+ personnel for 5+ years across two overseas tours — accountable for individual performance, technical readiness, and professional development under high-stakes field conditions; awarded 3× Army Achievement Medal.
- Trained and certified team members on MILSTAR and AN/GSC-40 SATCOM terminals, achieving 95% system reliability improvement; recognized with the U.S. Army Award for Maintenance Excellence.

Education & Credentials

B.S., Organizational Leadership and Learning — University of Louisville (4.0 GPA, est Dec 2026)

A.A., Liberal Arts — University of South Carolina (3.5 GPA)

CPTD Candidate — (ATD)

Brandon Hall Award for Excellence in Learning — Best Use of Games and Simulation

U.S. Army Award for Maintenance Excellence — European Theater SATCOM Certification Training Program

Builder: Undrift (undrift.io) — an AI co-facilitator born from a recurring facilitation problem I decided to fix rather than work around.