

Adam Leibler

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

PROFESSIONAL SUMMARY

Organizational Learning Strategist and Change Enablement Leader with over 15 years of experience bridging the gap between technical innovation and human capability. Specialized in navigating VUCA environments to ensure mission-critical readiness across federal agencies (NASA, HHS, VA) and global tech leaders (Twitch). Expert in architecting strategic adoption frameworks that turn complex organizational shifts into seamless, high-performance workflows.

CORE COMPETENCIES

- **Strategic Change Management:** Prosci-aligned frameworks, stakeholder alignment, risk mitigation.
- **Workforce Transformation:** Technical adoption, digital migration, large-scale upskilling.
- **Operational Readiness:** Deployment strategy, "Just-in-Time" support, performance metrics.
- **Learning Architecture:** Ecosystem design, Human Performance Technology (HPT), ROI mapping.
- **VUCA Leadership:** Crisis management, agile decision-making, adaptive communication.

PROFESSIONAL EXPERIENCE

Learning & Change Enablement Consultant | Leibler Learning LLC

Oct 2017 – Present

Louisville, KY (Remote)

- **Federal Strategy Lead (HHS & VA):** Architected human-centric change frameworks for high-stakes digital migrations, ensuring 10k+ workforce members were mission-ready for legislative and technical shifts.
- **Stakeholder Alignment:** Facilitated critical alignment between policy experts and IT departments to reduce adoption friction during national-scale system overhauls.
- **Adoption Analytics:** Developed feedback loops and readiness assessments to identify resistance points, reducing operational downtime during transition phases.

Program Manager – Engineering Education | Twitch Interactive

Mar 2021 – Oct 2022

San Francisco, CA (Remote)

- **Global Technical Transformation:** Led the end-to-end adoption strategy for new engineering standards and internal tools across a distributed international workforce.
- **Change Fatigue Mitigation:** Leveraged platform engagement data to design targeted communication streams that maintained developer velocity during structural shifts.
- **Community-Led Adoption:** Built internal advocacy programs that turned technical leads into "Change Champions," accelerating the adoption of new DevOps methodologies.

Operational Readiness Lead (ID II) | Terminix International

Sep 2017 – Mar 2021

Memphis, TN

- **Frontline Adoption Strategy:** Spearheaded the readiness phase for mobile tool deployments impacting 5,000+ technicians, bridging the gap between Corporate IT and field operations.
- **Performance Optimization:** Identified adoption barriers in underperforming markets and deployed targeted intervention strategies that increased proficiency within 90 days.

Senior eLearning Developer | eLB Learning

Jul 2012 – Apr 2016

Remote

- **Enterprise-Level Transformation:** Architected multi-year learning ecosystems for Fortune 500 clients undergoing digital transformation, focusing on scalability and user-centric adoption.
- **Strategic Consulting:** Partnered with C-suite executives to translate complex business pivots into actionable skills frameworks and performance-mapped curricula.

Operations & Mission Readiness | U.S. Army

Overseas / Various Locations

- **VUCA Leadership:** Led cross-functional teams through volatile operational transitions during two overseas tours, maintaining 100% accountability and readiness in high-stakes environments.
- **Crisis Change Management:** Executed logistics and personnel re-alignment strategies under pressure, ensuring mission continuity during rapid structural pivots.

EDUCATION & PROFESSIONAL DEVELOPMENT

- B.S. in Organizational Leadership and Learning | University of Louisville | Expected 2026
- A.A. in Liberal Arts | University of South Carolina

TECHNICAL & PLATFORM EXPERTISE

- **Engagement:** Twitch Partner (MalForTheWin), Global Audience Engagement.
- **Systems:** Salesforce, SAP Litmos, Workday Learn, Sum Total, Cornerstone.
- **Architectures:** LMS/LXP, xAPI, ADDIE, Kirkpatrick, Agile/Scrum, SAM.
- **Tools:** Articulate 360, Adobe Creative Cloud, Data Analytics Dashboards.