

Nathan Shehorn

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LEARNING AND DEVELOPMENT MANAGER

Thoughtful and decisive learning and development leader with two decades of experience, dedicated to enhancing employee growth across global scale and diversity. Expertise in instructional design, generative AI, adult learning, and systems thinking drives the creation of behavior change. Fosters a culture of continuous learning, leveraging a data-driven approach with proven results. Passionate about empowering individuals and teams through effective communication, ensuring alignment with business strategies, and professional growth.

AREAS OF EXPERTISE

Fast Learner | Generative AI | Instructional Design | Storytelling | Learning Systems (LMS) | Facilitation | Leadership | Developing Teams | Strategic Thinking | Data Based Decision Making | Presentation Skills | Interpersonal Communication | Mentoring | Change Management | User Experience | Business Consulting

PROFESSIONAL EXPERIENCE

INTEL CORPORATION, Portland, OR | Hillsboro, OR

March 2013 – July 2025

Career Development Portfolio Manager & Learning and Development Consultant, October 2020 – July 2025

Bring intellectual rigor and emotional intelligence to develop and deploy programs that transition employees from individual contributors to leaders through mentoring, peer feedback, and instruction on key topics of influence, change agency, and systems thinking.

- Artificial Intelligence (AI) adoption leader bringing the full package of instructional design, facilitation, and adult learning skills to lead an interdisciplinary cross company team to increase tool adoption 100%.
- Staunch defender of people priorities creates career development and employee engagement programming to help realize career goals with 84% improved retention rates.
- Bring academic thoughtfulness to build and manage a corporate library of technical research and full-service learning solutions that includes functions of LMS, LCMS, and LXP with annual budget of \$4.5 million.
- Use advanced communication and influence to unlock education enthusiasts and drive a roadmap of technical learning solutions reaching 45,000 employees annually for business results.
- Use reflective consulting and research techniques to partner with stakeholders and business leaders to identify and prioritize skill gaps and translate plans into curriculum and org development strategy.
- Transparent and visionary strategist managing teams of 4-9 individuals as they work across organizations and function throughout a global company.

Line of Business Learning and Development Consultant, May 2019 – October 2020

Bring commitment to urgent execution, serving an industry defining technical audience of 8000+ employees, working in the server and data center business. Conduct needs analysis, develop a multi-year strategic training road map, recruit and organize stakeholders and sponsors to drive ideas to execution.

- Bring an intense focus on inclusive collaboration to identify opportunities for technical growth in employees.
- Coach and sponsor future leaders as they grow their skills and prove their impact on the pipeline of talent.

Instructional Systems Designer, June 2016 – May 2019

Passionately aligned to a zero-injury manufacturing environment. Create and maintain instructional content related to the environmental health and safety of operations in 53 countries and 14 languages.

- Bring a relentless focus on interactivity and learner engagement to continuously enhance how employees experience the protections provided by their employer, going as far as virtual reality adoption.
- Weekly focus on partnering learning to the problems of the day with subject matter expert partnerships in legal, health and safety functions.

Instructional Designer and Program Manager, March 2013 – June 2016

As an execution fanatic developed or purchase, coordinate, and manage training programs for 7,000 Information Technology professionals. Change the program at the rapid pace of business.

- Use skills in user experience and people research to create and foster a culture of learning, supporting employee champions as they grow their peers.
- Pursue a world-class vision of learning and development by leading a 9-person team of educational professionals and contractors to make persona driven learning solutions for the entire career life cycle.

ADDITIONAL RELEVANT EXPERIENCE**OREGON FOOD BANK, Portland, OR****Volunteer Coordinator**

Bring motivating charisma to train and educate volunteers from all over the city, in all manner of charitable activities related to food service, preparation, and logistical distribution of nutrition. Proudly served and promoted the cause of hunger relief in the state of Oregon.

BALLARD COMMUNITY SCHOOL DISTRICT, Huxley, IA**Middle/High School Teacher**

Use empathy to teach special education and history, working with a reputation of adaptability to create academic and life skills gains for children and young adults of various levels and abilities. Teach value of thinking through multiple steps and many perspectives as students seek to understand the world.

EDUCATION**Master of Science (MS) Post-Secondary and Continuing Education**

Portland State University

Bachelor of Arts (BA) History

University of Northern Iowa