

# Adam Showalter

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## PROFESSIONAL SUMMARY

Learning & Development leader with experience in high-reliability, regulated environments. Proven track record of leading learning transformations, implementing LMS platforms, and establishing training governance systems that improve performance, compliance, and efficiency. Skilled in cross-functional leadership, change management, and building scalable learning solutions aligned to business outcomes.

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## PROFESSIONAL EXPERIENCE

### Training Governance Manager

Nebraska Public Power District | 2024 - Present

- Led enterprise-wide implementation of SAP SuccessFactors LMS for 2,000+ employees, delivering a complex, high-risk transformation on time and within budget
  - Served as functional owner, aligning stakeholders across nuclear operations, corporate functions, enterprise technology, executive leadership, and external consultants
  - Directed change management and training strategy, ensuring successful adoption and transition from legacy systems
  - Reduced organizational spend by consolidating multiple LMS platforms into a single enterprise system
  - Designed and implemented automated training assignment architecture, improving compliance and reducing administrative effort
  - Built centralized governance model for web-based training (WBT), including ownership, inventory, and review cadences
  - Implemented automated workflows for ongoing training content review, improving accuracy and reducing compliance risk
  - Integrated external vendor training into enterprise LMS, eliminating duplicate systems and manual data entry
  - Managed team of LMS specialists and instructional designers, driving performance and continuous improvement
  - Oversaw departmental cost center and supported project budget management
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## Nuclear Instructional Technologist

Nebraska Public Power District | 2021 - 2024

- Led governance of the Systematic Approach to Training (SAT), ensuring compliance with industry standards and alignment to operational performance
  - Planned and executed training self-assessments, identifying gaps and driving corrective actions to improve program effectiveness and audit readiness
  - Contributed to sustained top-tier training performance ratings, supporting operational excellence and nuclear safety
  - Designed and delivered instructor training programs, improving instructional quality and performance-based evaluation practices
  - Transitioned foundational SAT training in-house, creating a program benchmarked by industry peers
  - Modernized training documentation forms, eliminating QA findings and improving compliance and usability
  - Digitized training feedback systems, increasing response rates and improving insight into training effectiveness
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## Director of Digital Learning

Dubai Private American School | 2019 - 2021

- Designed and implemented training and support programs for 80+ staff, improving instructional consistency across in-person and remote environments
  - Led rapid transition to remote learning for 500 students during COVID-19, establishing policies and procedures for consistent delivery
  - Created and produced video communication series for students and parents, improving engagement and clarity
  - Oversaw development of style and design guidelines and supported digital communication strategy to ensure a cohesive stakeholder experience
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## KEY PROJECTS

### Enterprise LMS Transformation

- Led implementation of SAP SuccessFactors LMS, consolidating systems and improving compliance and efficiency across the enterprise

### Training Governance & WBT Modernization

- Built centralized governance model for training content, improving accuracy and transitioning organization from reactive to proactive content management and training assignments

## SAT Governance & Instructor Development

- Strengthened training quality and compliance in a nuclear environment, contributing to sustained top-tier performance ratings
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## SKILLS & EXPERTISE

- Enterprise Learning & Development Strategy
  - LMS Implementation & Governance (SAP SuccessFactors)
  - Training Governance & Compliance (Regulated Environments)
  - Change Management & Learning Transformation
  - Instructional Leadership & Workforce Capability Development
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## TOOLS & TECHNOLOGIES

- SAP SuccessFactors LMS
  - Articulate Storyline & Rise
  - Microsoft Office Suite
  - Adobe Creative Suite
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## EDUCATION

Master's Degree in Learning, Teaching, and Curriculum  
University of Missouri

Bachelor's Degree in English Education  
Missouri State University