

Michael J. Hughes

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Profile: Business savvy educator, instructor and trainer equally at home in classroom or corporate settings; competent in traditional and technology-supported virtual learning environments. Broad background spanning college level coursework, continuing education, professional development, executive coaching, instructional design and delivery. Expertise in translating student/client needs into relevant learning solutions; superior presentation and communication skills. Innate talent for simplifying complex, abstract concepts and relating them into practical, actionable learner experiences; proven ability to connect and instill confidence.

Professional Experience

Learning and Development Professional 1993-present

Temple University Fox School of Business and Management 2013-present
Associate Professor of Practice Appointed 2018
Adjunct Faculty Marketing and Supply Chain Management 2013-2018
Philadelphia, PA

Instruct undergraduates in Integrative Business Applications (BA3103); **Departmental Adjunct Teaching Award for Excellence in the Classroom recipient March 2015.**

Community College of Philadelphia 2013-2018

Business Advisor Goldman Sachs 10,000 Small Businesses Initiative

Coached and advised selected entrepreneurs in an intensive business education curriculum delivered in a cohort, peer-based environment that focuses on all aspects of managing and growing the enterprise. Served as facilitator to group interactions and discussions. Authored and distributed communications that reinforced and guided participants in preparation of their respective growth plan discussions and presentations. Engaged in selection and interviews of candidates for program admittance.

Training and Design Consultant (Private Practice) 2011-present

Design and deliver sales coaching and training programs to financial services clients; provide subject matter expertise to program managers. Collaborate with executive staff to assure consistency in message, company culture and timeliness of deliverables; initiate and document improvements to program delivery based on client feedback.

Peirce College 2001 – present
Adjunct Faculty Philadelphia, PA

Selected by Provost to sit on Advisory Council; set direction for future programming. Interpret market trends, translating them into adult learning requirements and designing course curriculum that directly maps to those needs. Among the highest ranked professors in student and peer-based faculty reviews. Consistently top rated in twelve (12) categories including subject matter expertise, responsiveness, clarity of communications, presentation style, blended learning environment effectiveness and enthusiasm.

Professional Experience

PricewaterhouseCoopers LLP

1999 – 2007

Project Manager, Learning & Education (2001 – 2007)

Philadelphia, PA

Managed and implemented large, deadline-driven projects. Reviewed curriculum and course content; facilitated delivery via collaborative, synchronous learning platforms. Enhanced training experience, learner engagement and adoption. Authored e-learning leader training curriculum; emphasized distance education delivery best practices and adult learning theory. Proficient in Centra platform; presented product capabilities and deep-dive functional demonstrations.

- Designed, developed and managed 36 learning initiatives for Audit & Security practitioners.
- Trained and certified 4 program managers and 16 consultants in instructor-led synchronous learning platforms; covered design, delivery, best practices and in-class hands-on delivery.
- Played key role in helping PwC transition from traditional delivery methods to multi-dimensional, blended approach including asynchronous, virtual training. Provided expert advice to service group leadership; created awareness of collaborative tools.

Training Consultant, Learning & Professional Development

1999 – 2001

Provided instructional support, practical applications and consultant-ready case studies for complex ERP software. Designed, planned and executed training via internet-based collaborative learning platforms to end user audiences such as internal instructors, instructional designers, program managers, directors, partners and university faculty. Partnered with course designers; analyzed requirements, developed content goals, process workflow, prototypes, program configurations consistent with implementation practice methodologies, distance learning principles and course objectives. Certified in PeopleSoft Financial Control Management; delivered training in PeopleSoft ERP; taught Purchasing, A/P, A/R and General Ledger functionalities.

- Invited to teach virtual training design, delivery and best practices to PwC consultants across the U.S., in the UK and to select business school faculty at the University of Guatemala in 2001.

American Institute of Banking Instructor

1993 – 2001
Philadelphia, PA

Developed and delivered continuing education courses to banking professionals. Classes included: Marketing for Bankers, Introduction to Management Concepts and Financial Statement Analysis.

Professional Experience (Continued)

**Laymen's' Retreat League
Deputy Captain/Recruiter**

**1989-Present
Malvern, PA**

Faith-based organization established in 1912 which provides opportunities for renewal and healing. Provide strategic direction to Board of Directors and Principal Retreat Director. Assist in the formation of marketing, outreach and communication of League mission to surrounding business community. Recruit new members and facilitate initial orientation to new joiners. Active in development efforts for League funding needs.

Committee Membership

- Faculty Engagement Committee
- Faculty Advisor-Phi Beta Lambda
 - Merit Committee- MSCM
- At Large Member- CAFSBM Steering Committee