

BRETT MCINTYRE, M.ED., SHRM-CP

Central Texas ♦ (325) 939-9101 ♦ brett.a.mcintyre@gmail.com ♦ <https://www.linkedin.com/in/brett-mcintyre/>

CAREER SUMMARY

Executive for both founder-led and private equity-owned software (SaaS) companies leading L&D operational and HR People Operation transformations while driving continuous growth. Strategic leader with proven success leveraging a customer-centric approach backed by L&D best practices, focused value propositions, targeted go-to-market strategies, and a focused sales organization to deliver superior results. Experience developing global learning programs to drive business strategies. Prioritizes operational effectiveness, emphasizing big-picture benefits, total solutions, cost containment, long-term innovation, and financial returns.

PROFESSIONAL EXPERIENCE

SKILLSOFT – Remote, USA

Skillsoft delivers online learning, training, and talent solutions to help organizations unleash their edge. Leveraging immersive, engaging content, Skillsoft enables organizations to unlock the potential in their best assets – their people – and build teams with the skills they need for success. Empowering 36 million learners and counting, Skillsoft democratizes learning through an intelligent learning experience and a customized, learner-centric approach to skills development with resources for Leadership Development, Business Skills, Technology & Development, Digital Transformation, and Compliance.

Director of Global Sales Enablement, Operations, July 2022 to Present

Key Results:

- ◆ Business owner for the Sales Technology Stack, including but not limited to, Outreach, HighSpot, LinkedIn Sales Navigator, and Percipio (internal LMS).
- ◆ Responsible for all comms for a 1000+ revenue organization including RevNews (internal newsletter)
- ◆ Work with the systems team to drive integrations
- ◆ Support training efforts on these platforms
- ◆ Drive communications and launch plans for revenue team-facing platforms in and out of Enablement
- ◆ Work with our in-house staff on leveraging our internal learning platform
- ◆ Develop journey's, learning paths, badging and certifications
- ◆ Pull reports
- ◆ Work on platform design and user experience

TCP SOFTWARE (PROVIDENCE EQUITY PARTNERS) – San Angelo, TX

A provider of SaaS workforce management software for 30,000+ customers worldwide. Founded in 1988 and acquired in 2019 by Providence Equity Partners, continuing to undergo the transformation from founder-led to Private Equity owned.

Director, Sales Enablement at TCP Software, November 2021 to July 2022

Key Results:

- ◆ Owner and creator of the Sales Playbooks that has guided the Sales floor from \$45 million to \$100 million dollars in revenue over the past five years. Exponential growth since 2019.
- ◆ Designed and implemented a custom Sales Manager Onboarding playbook, reinforcement training program for all Account Executives, Business Development Representative onboarding (Q1).
- ◆ Improved the current Sales Onboarding through gap analysis. Took our 'one-size fits all' approach and created custom learning paths by role, product line, and location resulting in deeper learning experiences and faster ramp time for 60% of the Sales floor (Q1).
- ◆ Project Manager for implementing Outreach (Similar to SalesLoft)(Q2)
- ◆ Onboarded a historical record of new hires (48 for Sales alone) in April.

Director, Organizational & Staff Development at TCP Software, November 2016 to November 2021

Key Results:

- ◆ Played a key role in ensuring the success of a \$65 million dollar business. Structured and implemented programs and policies in the areas of training, compensation structures, benefits packages, incentives, and new-employee orientation.
- ◆ Executive for a 400+ employee Global SaaS Workforce Management group, to include M&A integration activities. Transforming the L&D approach to Sales, product, and service delivery training. Resulting in Support NPS growth of 10%, Professional Services revenue growth of ~300% alongside total revenue growth of 49%.
- ◆ Designing and delivering an ongoing management training program to elevate leadership skills, engaging 91% of leaders within six months, and driving a 30% increase in management confidence.
- ◆ Designed and implemented an innovative Sales Training Program with a customized Sales Approach that reduced ramp time of Sales Reps by three months.
- ◆ Created the first-ever Global Training Program for integrating the customer-facing departments to accelerate cross-selling revenue as a result of M&A activity.
- ◆ Manage the Employee Engagement Survey growing the response rate from 60% to 80% within two years by creating frameworks for action and connecting the highest performing teams to the best scores.
- ◆ Implemented and managed the company's performance review program.

ANGELO STATE UNIVERSITY (ASU) - San Angelo, TX

Part of the Texas Tech University system and is a dynamic learning community located in the heart of West Texas. Ranked by The Princeton Review as one of the nation's "Best Colleges" every year since 2010, ASU offers over 100 majors and concentrations through our six colleges.

Adjunct Instructor (Curriculum & Instruction), November 2016 to Present

Key Results:

- ◆ Serves as a consultant to Angelo State University to develop their Advanced Instructor Master's program to provide insight into learning and development best practices in the private sector.
- ◆ Mentors first year teachers
- ◆ Teach graduate classes focused for teachers/trainer in secondary/corporate settings
- ◆ Train mentors
- ◆ Develop written, video, and audio curriculum for face-to-face, web-blended, and online courses

LAKEVIEW HIGH SCHOOL – San Angelo, TX

Mathematics Educator, June 2015 to June 2017

Key Results:

- ◆ Developed curriculum, written, video, and audio, for a range of students in the areas of Calculus, Geometry, Statistics, and Algebra.
- ◆ Provided differentiated instruction for students with various learning and cultural needs.
- ◆ Integrated multiple technologies for the education of students, included Google Classroom, Kahoot It, and STEM education game-based learning.
- ◆ Created a "flipped classroom" environment where students view video lectures outside of class and receive individualized tutoring inside the classroom.

CHRISTOVAL ISD – Christoval, TX

Principal Intern and Mathematics Educator, July 2013 to June 2015

Key Results:

- ◆ Provided curriculum instruction to district educators to meet State and Federal standards.
- ◆ Provide professional development instruction and mentoring to new and interning educators.
- ◆ Facilitate the use of technology to further the education of students at all levels.
- ◆ Provide analysis of proposed and new curriculum for the district.
- ◆ Administer laws, policies, and procedures fairly and reasonably.
- ◆ Serve as an advocate for all students.
- ◆ Developed curriculum, written, video, and audio, for a range of students in the areas of Calculus, Geometry, Statistics, and Algebra.
- ◆ Provided differentiated instruction for students with various learning and cultural needs.
- ◆ Created curriculum and provided instruction for extracurricular activities, including Calculator, Mathematics, and number sense.
- ◆ Integrated multiple technologies for the education of students, included Google Classroom, Kahoot It, and STEM education game-based learning.
- ◆ Created a "flipped classroom" environment where students view video lectures outside of class and receive individualized tutoring inside the classroom.

TEXAS LEADERSHIP CHARTER ACADEMY – San Angelo, TX

Mathematics Educator, June 2012 to June 2013

Key Results:

- ◆ Developed curriculum, written, video, and audio, for a range of students in the areas of Calculus, Geometry, Statistics, and Algebra.
- ◆ Assessed students with formative and summative assessments and analyzed data to revise curriculum as necessary.
- ◆ Provided instruction and arranged curriculum to ensure TEKS are met for TAKS and STAAR tests
- ◆ Provided differentiated instruction for students with various learning needs.

EDUCATION & CERTIFICATIONS

SUL ROSS STATE UNIVERSITY – ALPINE, TX

Master of Educational Administration, Magna Cum Laude, May 2015

ANGELO STATE UNIVERSITY - SAN ANGELO, TX

Bachelor of Science, Mathematics, Minor in Education, May 2012

SHRM-CP

Society of Human Resources, December 2020

PRINCIPAL EC-12 CERTIFICATION

Texas Education Agency, May 2015

MATHEMATICS 4-8 CERTIFICATION

Texas Education Agency, October 2013

MATHEMATICS 8-12 CERTIFICATION

Texas Education Agency, May 2012

SOFTWARE / PLATFORMS

- ◆ **OPERATIONS:** Microsoft Project, Advanced Microsoft Excel, SharePoint, Publisher, Teams, Microsoft Forms, Cornerstone, Moodle, Clear Company, Lever, Adobe Captivate, Camtasia, Adobe Premiere Pro, Paycor, BambooHR, Lattice, Outreach, BoostUp.Ai, HighSpot, Percipio, Outreach
- ◆ **CRM:** Salesforce CRM, Zuora CPQ, Service Cloud, Knowledge, Einstein, Communities
- ◆ **FINANCIALS:** NetSuite, Professional Services Automation (PSA)

OF NOTE

Honors & Awards

Women of Hope Member, 2022

STEM Alliance Working Group Member, ASU, 2022

Consultant for the Graduate Degree Program for Advanced Instructors - ASU, Ongoing
Center for Teaching Learning Excellence Roundtable Panelist - ASU, 2022

Ram Talks Alumni Leadership Summit Guest Speaker – ASU, 2022

Achiever Award Nominee – TCP Software, 2020

Above and Beyond Award – TCP Software, 2020

Served on the District of Innovation Committee – San Angelo ISD, 2017

Speaker at Tech and Learning Live Conference – SME for best online learning tools, 2016

Administrators Academy Nominee – San Angelo ISD, 2016

Presenter at Learning Palooza – SME for Flipped Classroom, 2016