

Ally E. Miller

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PROFESSIONAL SUMMARY

Results-driven Learning & Development leader with extensive experience designing and delivering innovative learning experiences that drive measurable business impact. Skilled in crafting and executing learning strategies aligned with organizational goals, empowering employees, and fostering professional growth. Expertise in instructional design, adult learning theory, and leveraging digital learning solutions to address skill gaps and business needs. Adept at collaborating with cross-functional and global stakeholders to deliver scalable, business-aligned learning programs that enhance employee performance and organizational effectiveness.

SKILLS AND COMPETENCIES

Global Program Development
Learning Management System (LMS)
Program Measurement & Analytics

Learning & Development Strategy
Blended Learning Solutions
Stakeholder Engagement & Consulting

Coaching & Talent Acceleration
Instructional Design
Adult Learning Theory

PROFESSIONAL EXPERIENCE



Associate Facilitator

January 2024 - Current

Expression For Growth - Fareham, Hampshire

- Facilitate and coach on high impact topics, selling skills, including leadership development, strategic commercial thinking, business storytelling and negotiation
- Deliver engaging, tailored learning experiences to diverse global audiences, driving skill development and measurable business outcomes.

Founder

September 2022 - Current

Ally Miller Consulting – Montclair, NJ

- Designed and implemented structured onboarding programs for IT Sales Representatives and BDRs, ensuring seamless role transitions.
- Developed career transition strategies and training workflows, enhancing employee effectiveness in new roles.
- Consulted on sales process rollouts, optimizing learning experiences to align with business priorities.
- Create and deliver customized training solutions, achieving 98%+ participant satisfaction through competency-based learning programs.



Global Talent Development, Director

April 2021- February 2022

Under Armour- Baltimore, MD

- Led a global team of learning professionals, including instructional designers, training managers, and LMS specialists, to develop and implement strategic learning programs aligned with business objectives.
- Designed and executed leadership development programs, onboarding frameworks, and functional training to accelerate employee capability across global markets
- Optimized a \$2M annual learning and development budget to scale initiatives effectively while ensuring alignment with long-range business plans.
- Collaborated with senior leadership and cross-functional teams to align learning strategies with global business priorities and operational goals.
- Spearheaded vendor selection and management, ensuring high-quality, innovative learning solutions and measurable business outcomes.
- Designed executive offsites and collaborated with external facilitators to enhance leadership impact and drive organizational growth.

Global Talent Development, Senior Manager

January 2019 – April 2021

- Led the development and implementation of global leadership and management programs, upskilling over 10K employees and driving competency development.
- Managed a \$700K annual learning budget, aligning resources to maximize business impact and deliver scalable, data-driven learning solutions.
- Designed and facilitated executive leadership workshops, enhancing senior leadership capabilities and aligning learning initiatives with organizational goals.
- Partnered with stakeholders to deliver competency-based learning solutions and global translation strategies, ensuring accessibility across diverse markets.
- Built and implemented global eLearning content to support COVID-19 training protocols, recognized by the CEO for its effectiveness and rapid deployment.

Global Talent Development, Manager

April 2016 – December 2019

- Designed and scaled global training programs aligned with business priorities, focusing on leadership, communication, and operational effectiveness

Global Talent Development, Manager

April 2016 – December 2019

- Led the development of a 90-day New Manager Training Program, resulting in a 10% reduction in turnover and increased managerial effectiveness.
- Built a competency-driven learning framework, leveraging analytics and stakeholder input to measure and optimize learning outcomes.
- Developed and facilitated global retail leadership conferences, achieving 90%+ participant satisfaction and aligning content with strategic business goals.



Franchise Consultant

October 2007 – April 2016

Sales Training and Development Consultant/Associate

St. Petersburg, FL

- Designed and facilitated sales and leadership training programs, supporting a 1,200+ member national advertising sales network.
- Led franchise consulting initiatives, optimizing business performance through tailored coaching on sales strategy, client retention, and operational efficiency.
- Spearheaded the creation and execution of onboarding programs, accelerating new hire ramp-up and ensuring alignment with organizational goals.
- Hosted and presented at national conventions, engaging 1,200+ sales leaders with professional development initiatives and strategic insights.



Account Executive

September 2005 - October 2007

Valpak of NENY – Clifton Park, NY

TECHNICAL SKILLS

Proficient in: MS Office, Buzzboard, Salesforce, PowerPoint, Articulate 360 Suite, Workfront, Publisher, Survey Monkey, Qualtrics, Mobile Event Application and various Learning Management Systems (LMS)

CERTIFICATION AND EDUCATION

Bachelor of Science: Business Marketing

May 2004

State University of New York Plattsburgh
Plattsburgh, NY

JRNI Coach Certified – working towards International Coaching Federation accreditation
Type Coach Certification aka Meyers Briggs
Google Ad Words Certified