

Carter Drake, Ph.D.

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Eliminate greatest threat to companies' lifeforce: cultural toxicity

Illuminate their employees' brilliance | Clarify their trajectory | Outclass their competition

Wielding the power of human performance and organizational design, increase profitability and market penetration. Align culture and staff with core mission. Allow leaders to rise and influencers to impact.

"The major advantage I provide to companies is my three-step success process:

- I understand how people work, interact, develop, and learn
- I see the unseen in situations, challenges, and changes
- I apply scientific methods that solve real business problems."

95%

Reduction in onboarding time

97%

Staff proficiency at \$7M production

92%

New employee efficacy

75%

Improvement in leader's core traits

20%

Decreased turnover - 45 sites

TRANSFORM ...

CHANGE MANAGEMENT. Facilitate seamless process integration/team assimilation for companies in transition.

- ▶ Zero incidents during \$85M site shutdown; 500+ staff on-time training during \$25B acquisition.

TRAINING & DEVELOPMENT. Invigorate team talent and performance with robust, inventive training programs.

- ▶ Virtually eliminate learning curve by aligning behavior to content training and application.

ENGAGEMENT & RETENTION. Find hard dollar ROI. Forge cohesion with root cause and skills gaps remediation.

- ▶ Empower leaders to promote high-performing individuals and manage out mismatched staff.

LEADERSHIP ENHANCEMENT. Coach for success.

- ▶ Uncover blind spots, build individual accountability, motivation to achieve promotions, stretch goals.

CULTURAL TRANSFORMATION. Remove enterprise barriers

- ▶ Companies quickly pivot in real time to achieve overarching mission goals and avoid critical mass.

LEARNING MANAGEMENT SYSTEMS (LMS). Global expertise

- ▶ Awards: Touchstone & President's Awards (4). Nomination: Impact & Achievement Awards (2).



CAREER SNAPSHOT

Owner & Chief Futurist

Soundwave, 2008 - Present

Corporate Manager-Training & Development

Cantab, 2014 - 2017

Training Supervisor

Blaken, 2010 - 2014, Timpelton, 2007 - 2010



EDUCATION

Ph.D. Organization & Management

Agate University, 2014

M.B.A.

Crowned Institute of Technology, 2006

M.S. Management

Crowned Institute of Technology, 2006

B.S. Organizational Management

Atoka City University, 2004



CERTIFICATIONS

Kepner-Tregoe Problem Solving

Q4 Leadership Development

Six Sigma Green Belt

ATD Trainer Certificate



TRAINING PROGRAMS/FACILITATE

Leadership Effectiveness | Change Mangement

Diversity/Inclusion | Acquisition/Merger Integration

ROI/Performance Metrics | Workforce Planning

HIGH IMPACT RESULTS

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Owner & Chief Futurist, Soundwave2008 - Present

Eliminate growth, leadership and revenue barriers through game-changing initiatives, support and training.

Clients in US, UK, Europe & Mexico | Team Size: 3 | Client Revenue Range: \$100M - \$1B+

Leadership Development | Operational Efficiencies | Team Cohesion | Diversity & Inclusion

- Crushed tight UK/US deadline for Fortune 50's \$14M SAP launch; heralded by UK VP as "Upping our game 100-fold."
- Purged 25 hrs/wk and linked costs in excess of \$64k by identifying the right-fit vendor and negotiating the contract.
- Skyrocketed client's profit margin 46%, production 900% aligning their manufacturing partner to the vision and strategy.
- Awarded \$180k used for new training tools and lead simulation program after overseeing client's grant writing process.
- Matured client's managers into promotable leaders in US, UK, and Mexico with grassroots, multi-lingual training.

Corporate Manager - Training & Development, Cantab..... 2014 – 2017

Launched first robust training program as a springboard for improved revenues, retention, and enterprise performance.

26 sites in US, UK & Mexico | Staff Size: 6,000+ | Team Size: 3 | Budget \$590k

Training & Development | Change Management | Compliance | Culture Alignment | Reduced Attrition

- Realized \$2.5M ROI reinventing internships into an award-winning college/high school internship program.
- Drove a ten month, 26 site LMS global launch achieving 100% compliance of 6k salaried staff.
- Shrank attrition nearly 20% by creating 20+ web-based/in-house demonstrated ROI training programs.
- Slashed \$56k/annually with a 25% tuition cost reduction by overhauling education/tuition assistance programs.
- Facilitated team building event that led to 18 usable future products out of initial 146 brainstormed ideas.

Training Supervisor, Blaken..... 2010 – 2014

Avoided imminent implosion post-merger piloting acquired firm's SAP LSO migration with enterprise-wide reverberations.

5 Sites in North America | Employees: 25,000 | Team Size: 7

LMS/HRIS Enterprise Migration | Acquisition Assimilation | Change Management | Lean/Kaizen

- Navigated nearly flawless LMS/HRIS go-live for \$25B acquisition across San Francisco, San Diego and Singapore.
- Drastically reduced onboarding cycle time from 4 days to 4 hours with significant uptick in productivity.
- Reinvented problem solving by introducing human perspective in groundbreaking root cause analysis workshop; program exploded enterprise-wide after the direct correlation to completing 49 key enterprise process improvements.

Training Supervisor, Timpleton 2007 – 2010

Evolved barebones training program into a game-changing staple for staff, operations, and revenue acceleration.

5 Sites in North Carolina, Tennessee & Virginia | Employees: 1,500+ | Team Size: 5 Direct/Indirect

Enterprise Global LMS Launch | Quality Assurance | Leadership, Change & Engagement Training

- Directed on-time \$85M site shutdown and full training for 500+ staff for transfer.
- Increased new employee effectiveness by 92% by designing and facilitating new captivating onboarding program.
- Achieved 97% proficiency rating at go-live for new production system maximizing training expertise to prepare staff.

COMMUNITY COMMITMENT

Volunteer, Hiring Our Heroes, US Navy Veteran donating career coaching for returning service members and veterans

Member, American Psychological Assoc. | Society for Industrial/Organizational Psychology | Assoc. for Talent Development

Academic Advisory Board Member, Grand University Global, School of Psychology | Plantan College

Carter Drake =- Career Portfolio Explanation

Carter has been doing what he loves - transforming companies through their people both as a business owner and employee. At the point we worked together he did not know which direction he wanted to pursue, but wanted branding collateral that would work for either scenario.

The bright, bold colors and staccato writing reflected his personality and communication style. The piece was also strategically designed to be able to use the first page only as a networking tool.

He was very pleased with the final product and used it with success in signing new clients and getting interviews with one of his target ideal companies.