Jeffrey Cole

Jeffrey Cole is a Solutions Architect at Blanchard®. He is an innovative and collaborative talent leader with a strong execution mindset to design, develop, and deliver talent management and development (TM&D) programs aligned with an organization's priorities and culture. He is passionate about the work he does, and his dynamic and collaborative approach when building learning strategies and programs is contagious. Amplifying the potential in every person deeply motivates him. Elevating and empowering those with whom he works builds trust among teams and unleashes true talent innovation.

His broad and diverse body of experience feeds his passion for developing innovative talent management solutions that best suit his clients' needs in competency development; learning-needs identification and assessment; skill-gap analysis; performance management, development, and coaching; and multigenerational leadership development.

Prior to joining Blanchard®, Jeff was a vice president of talent solutions and client relations, responsible for assessing, developing, and implementing the full lifecycle of executive, integrated talent management programs using psychometric HRIS data. He focused on leadership talent acquisition, assessment, and development; DEI; and career transition.

For nearly 15 years, Jeff was a senior leader in business and talent transformation as well as leadership development for a global L&D organization. He was responsible for three core areas: talent and leadership development strategy, organizational talent innovation, and integrated talent development program design/deployment with emphasis on strategic relationship building, stakeholder management, and executive coaching.

Before moving into TM&D, Jeff spent 10 years in various public education positions, from teacher at Chesterfield County Public Schools to director of foreign language immersion at Henrico County Public Schools to school program director at the Virginia Department of Education.

Jeff earned a Bachelor's degree from the University of Richmond in Richmond, VA, and a Master's degree in Leadership and Education focusing on Leadership, Organizational Psychology, and Strategic Planning from the Université du Québec à Montréal in Canada. He is a Master Facilitator certified by several learning and leadership organizations, and has experience in Executive Coaching, specifically leveraging the GROW model. Jeff is fluent in English and French, and is proficient in Spanish.

blanchard