



MEET OUR EXPERTS

Doug Trainor

Doug Trainor, a Leadership Consulting Partner with Blanchard®, is passionate about developing leaders who can solve difficult challenges and increase the engagement of individuals, teams, and organizations. He provides exceptional facilitation and coaching for leadership development, focusing on adult learning theory to maximize experience, feedback, and reflection. Because of his many years of business and military leadership experience, he establishes credibility with managers at all levels.

Doug has extensive experience in design, facilitation, strategy, coaching, and measurement of leadership development and team effectiveness with industries ranging from military operations to pharmaceutical companies. His background includes global leadership and talent development and strategy in a highly matrixed corporate structure at a Fortune 500 company. The company was a two-time winner of *Training* magazine's #1 Training Company award.

He has experience with virtual training, having successfully launched a blended learning design for a leadership education curriculum. His facilitation style includes consulting with leaders to develop customized solutions for organization development, leadership development, and team effectiveness, with the goal to align the learning strategy and curriculum with business results. His work has taken him from the United States to Asia, Latin America, Africa, and the Middle East.

Doug holds a Bachelor of Science degree from the United States Military Academy at West Point. He earned certificates in leadership development from Kennedy School of Government at Harvard University, and in organization development and human resources management from Teachers College at Columbia University. Doug is also certified in 360° Feedback, Coaching, Social Styles, and Civil Treatment for Managers from Kennedy School of Government at Harvard University, and in organization development and human resources management from Teachers College at Columbia University. Doug is also certified in 360° Feedback, Coaching, Social Styles, and Civil Treatment for Managers.

Industries:

- Aerospace & Defense
- Business Services
- Computer Software
- Construction
- Consumer Products – Manufacturer
- Financial Services
- Government – US Federal
- Industrial Manufacturing
- Pharmaceuticals Manufacturing
- Retail

“Doug Trainor is very task focused and has a strong drive for excellence. He possesses a unique ability to relate to and work extremely well with diverse groups of people. Doug is fair, open minded, and a thoughtful leader. He has solid experience and an impressively deep knowledge of leadership theory and the latest frameworks. I learned a great deal under his leadership.”

—Chief Learning Officer

“Doug is an exceptional leader and was a primary architect behind our company’s leadership development program at a global level. He inspires leaders to set a vision on how to develop others. With his open and engaging coaching style, he gives leaders the opportunity to see the big picture, set goals, and grow at their own pace.”

—Manager, Customer Education