



## MEET OUR EXPERTS

# Leslie Allen

Leslie Allen is an Associate Solutions Architect for Blanchard®. Her style of consulting is collaborative, sharing a desire to improve companies' learning cultures and ecosystems. She is successful with designing learning journeys for role-based, interactive training, knowledge transfer, and application due to having worked as a frontline manager for more than ten years. Understanding managers' need for guidance and support, she helps organizations build self-aware leaders who are well-positioned to overcome low morale and struggling productivity.

Leslie has been with Blanchard® since 2022, primarily building and implementing the Student Self Leadership Collaborative Online which teaches high school students how to take responsibility, communicate better, and set clear goals. She also created an SLII®-focused companion program so that the adults in their lives can speak the same language to build self-reliant students.

Leslie is passionate about learner-centric design. Adept at building within collaborative digital platforms, she created rich experiences that build a sense of community despite having dispersed cohorts. She believes that for learning to stick, people need to find tangible ways to apply it to their work and personal lives, which can be supported with post-training coaching plans and ongoing performance support strategies.

Prior to her time at Blanchard®, Leslie spent five years as an instructional design manager working with teams to develop training for multiple heavy industrial manufacturing clients in aerospace and shipbuilding. These programs—aimed at supervisors, managers, directors, and executives—addressed performance problems or strengthened skills for high-potential employees. She interviewed employees and traveled to facilities to observe processes, acquire course content, and identify and document site-specific capabilities.

Her training programs have been recognized with Brandon Hall Group Excellence Awards for best use of blended learning, best advance in compliance training, and best unique and innovative leadership program. In addition to manufacturing, she has experience developing programs in finance, food distribution, media, technology, non-profit, hospitality, apparel, retail, automotive, and direct and indirect sales.

Leslie holds a Bachelor of Arts degree in English-Teaching from Brigham Young University and a Master's degree in Curriculum and Instruction from the University of Phoenix. Leslie's native language is English, but she speaks Estonian at the conversational level and lived in the Baltics for a year and a half.

Living in rural Nevada's high desert, Leslie enjoys playing the piano, growing a vegetable garden, and traveling, especially to national parks. She also runs a family advisory council to support families of babies in a neonatal intensive care unit.