

ROB HEFNER



11650 Sagelink Drive
Houston, TX 77089

Phone: 281-546-8836
Email: robhefner88@gmail.com

EDUCATOR AND TRAINER

Education Professional with more than 25 years of experience in delivering formal education and training programs whose objective is to develop leadership capabilities within a diverse group. Currently transitioning from the military to pursue my passion – training and education with a leadership development focus.

AREAS OF EXPERTISE

- Leadership
- Project Management
- Community Outreach for integration of resources
- Curriculum Development
- Motivation
- Fluent Spanish (2+/3)
- Educational Planning
- Training Delivery
- Mentorship
- Training and Development
- Strategic Management

PROFESSIONAL EXPERIENCE

United States Army

2003- 2014

75th Training Command

2008–Present

Chief, Commander's Initiative Group, *community involvement, public affairs management to include social media, homeland defense training process, long range planning*

- Created a coalition of stakeholders that together increased participation in homeland defense training by over 100% and integrated Cyber activities into current training models.
- The 2020 plan for the command, written in 2012, defined way ahead and proposed strategic vision to guide the command towards its long term objectives.
- Published in multiple locations and winner of a Department of Defense journalism award.
- Developed a relationship with San Jacinto College that has led to over 100 students trained in several different certifications to include Lean Six Sigma and Project Management.
- Revamped organizational social media presence which led to significant increase in viewership and improved communication between command and its members.

Deputy G3 (Operations), *Mission assignment, budget management, personnel management, strategic planning, individual and group training, communications processes*

- Implemented strong process focus which led to tracking mechanisms that managed training for over 2,000 Soldiers annually, accurately tracking and projecting manpower and cost requirements.
- Coordinated and used coalition building skills which facilitated management of over 150 annual training events impacting over 10,000 Soldiers in four years.
- Developed formalized education process in creation of the Mission Command Academy whose mission is to develop senior leaders and trainers for elements across the Army.
- Spearheaded a 5+ year project to distribute training simulations that redefines training processes throughout the Army.
- Streamlined communications which led to establishing an enhanced tracking system that resulted in an estimated 30% reduction in wait times for ad hoc reports.

84th Training Command

2003 - 2008

Training Manager, *metric and data management, training oversight*

- Designed and implemented online systems to track key data trends over time and provide initial analysis to support improved decision making.
- Selected to demonstrate improved data maintenance system due to program's success.

Executive Officer, Information Operations Academy, *course development, instructor recruiting certification, course execution, course validation, training oversight*

- Demonstrated organizational skills by developing information operations course from a concept with three people assigned to an accredited course with 57 certified instructors and over 300 graduates in just two years.

Advisor, Iraqi Armor Division, 2004-2005, *develop armor capability of Iraqi Army, mentor Iraqi leadership regarding staff processes, train combat operations and staff functionality*

- Responsible for training of Iraqi Armor forces as their capability grew from 12 vehicles to over 200 vehicles in ten months.
- Led 148 combat missions in eleven months.
- Utilized cross-cultural skills which fostered relationships that continue to endure.
- Worked in creation of the Phoenix Academy, a five day integration course for Soldiers working with the Iraqi Army which included Iraqi instructors and served students from several countries.
- Received the Bronze Star, Joint Achievement Medal, Joint Unit Achievement Medal, and formal recognition from the Iraqi Army.

Entrepreneur, Houston, TX

2002-2003

After two years as construction manager, started own company as sub contractor.

- Served as liaison between trades and construction managers with over \$80,000/month moving through the business.
- Solicited and managed new business and contracts.
- Processed payroll, invoices, and all other business needs.

EDUCATION & PROFESSIONAL DEVELOPMENT

Project Management Professional Boot Camp	2013
Defense Support to Civil Authorities Phase 1	2012
Master's of Management, University of Phoenix, Brookfield WI	2006
Bachelor's degree, Animal Science, Texas A&M University	1988
Total Army Instructor Training Course	2006

VOLUNTEER & PROFESSIONAL AFFILIATIONS

Reserve Officer's Association
Iraq and Afghanistan Veteran's Association
Lone Star Veterans Association
American Society for Training and Development
Toastmasters International

Available August 2014