

Anthony Jordan

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**Wanting to relocate within CA or
out of state**

Chief Learning Officer / L & D Director/Executive Coach

I am passionate about designing and implementing innovative learning and development (L&D) strategies infused with performance psychology principles to unlock human potential, foster peak performance, and retain high-performing talent. With proven expertise in creating evidence-based L&D programs, I cultivate growth mindsets, enhance intrinsic motivation, build resilience, and drive employee engagement and satisfaction. Adept at navigating the dynamic L&D landscape, I integrate innovative performance psychology research, emerging industry trends, and regulatory insights to deliver strategic, motivational guidance to executive teams. Leveraging exceptional communication and interpersonal skills, I forge trusted relationships with stakeholders to promote psychological safety and enable seamless cross-functional collaboration within L&D initiatives. As a transformative L&D leader with a growth mindset, I continually advance my expertise through ongoing professional development, coaching certifications, and active engagement in the L&D community.

Areas of Expertise

- Learning and Development Strategy
- Organizational Growth Facilitation
- Executive Coaching Leadership
- DEI Through Psychological Safety
- L&D Project Coordination
- Engagement & Motivation Enhancement:
- Leadership & Team Coaching
- Performance Optimization Management
- Conflict Navigation Coaching
- Analytics-Driven Coaching & AI-Enhanced L&D
- Performance Psychology and Coaching
- Talent Development & Management
- DISC Certified (Behavioral Styles & Performance Profiling)
- Employee Engagement
- Executive Coaching

Key Accomplishments

- Boosted participant retention and commitment by 75%.
- Achieved 100% positive program compliance and feedback.

- Enhanced individual and team performance by 80%.
- Streamlined onboarding and integration processes.
- Deployed AI-enhanced mental performance analytics and personalized coaching tools
- Designed and executed succession-focused mental performance coaching pathways.

Professional Experience

Chief Learning Officer, Professional Development Institute of San Diego

January 2012 – December 2024

- Directed client talent assessment processes, including performance management and goal setting, incorporating mental and performance psychology principles to enhance focus, resilience, and decision-making; achieved 15% improvement in employee retention metrics through data-driven insights.
- Oversaw creation and management of Executive Coaching program, including vendor selection and integration of psychological coaching techniques; coached 50+ executives, resulting in 20% uplift in leadership effectiveness scores.
- Managed client surveys and insights analysis, leveraging psychological metrics to identify engagement trends; implemented recommendations that boosted overall satisfaction by 18%.
- Developed and executed comprehensive engagement, training, and career mobility strategies, embedding mental skills training like mindfulness and visualization; increased internal promotions by 25%.
- Led office development programs for staff, focusing on technical excellence and talent processes; delivered outcomes with 90% participant satisfaction and measurable skill improvements.
- Owned end-to-end annual performance management cycle, including planning, training, and execution; facilitated calibration sessions with senior leaders to ensure fair ratings, reducing bias complaints by 30%.
- Served as primary facilitator for annual talent reviews, aligning with organizational goals and integrating succession planning; supported development strategies that filled 80% of leadership pipelines internally.
- Designed and delivered manager training on performance feedback, goal-setting, and mental resilience techniques; created tools and resources, leading to 22% higher performance ratings consistency.
- Analyzed performance data for trends and gaps, presenting insights into executives, drove improvements that enhanced team productivity by 15%.
- Conducted individual and group mental performance sessions on confidence, emotional regulation, and pressure management; developed personalized plans aligned with roles, improving self-reported focus by 25%.
- Supported employees through performance dips and stressors using evidence-based methods like visualization and mindfulness; collaborated with medical and coaching staff for holistic development.
- Maintained confidential records per protected health standards, sharing only with permission; monitored progress and reported to leadership while upholding ethics.
- Collaborated with CEO and HR to define team culture, values, and standards; facilitated workshops on communication, trust, and conflict resolution, increasing team cohesion scores by 20%.

- Analyzed team dynamics and stress levels, providing insights for better collaboration; assisted in high-pressure periods, reducing burnout incidents by 15%.
- Provided coaching and mentorship to staff on performance psychology; trained them in mental skills integration, enhancing organizational well-being and interdepartmental alignment.
- Attended training sessions and traveled as embedded high-performance team members; contributed psychological insights to onboarding, IDPs, and tactical goals.
- Stayed current with sport psychology research; developed assessment tools and metrics to evaluate interventions, identifying innovations that boosted team motivation and resilience by 18%.

Additional Experience:

Chief People Officer (Contract) CM Corp Construction Company

Dancing Dragons-Chief People Officer-(Equity Position)

Jordan Wellness-Chief Executive Officer (As-needed mental wellness training)

Chief People Officer-CrossCheck HR

Criminal Justice/Law/and Business/HR-Saint Leo University

Owner/Managing Director-Jordan Sports

United States Navy Veteran

Education:

Masters in Sports and Performance Psychology

California Baptist University, Riverside, CA

Master of Business Administration in HR Management

University of Phoenix San Diego, CA

Masters in Organizational Management

University of Phoenix, San Diego, CA

Masters in Security and Administration of Justice

University of Phoenix, San Diego, CA

Additional Skills

- Proficient in HRIS platforms (e.g., Workday, BambooHR, ADP Workforce Now, Paychex) and analytics tools (e.g., Tableau for workforce metrics), including various LMS systems.
- Expertise in AI-driven HR technologies for talent forecasting and automation including training creation tools.
- Strong in skills-based hiring and upskilling programs