

Thane Bellomo

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PROFESSIONAL SUMMARY

Chief Learning Officer executive with 20+ years of progressive leadership architecting enterprise-wide learning and talent strategies aligned with digital transformation, AI advancement, leadership succession, and workforce scalability. Proven track record partnering with CEOs, senior leadership, and Boards to position learning as a strategic business driver and advance enterprise workforce capability readiness. Deep expertise in enterprise learning governance, digital platform modernization, technical upskilling in AI and emerging technologies, high-potential acceleration and succession readiness programs, and workforce capability analytics. Demonstrated success leading distributed national learning teams, establishing ROI measurement frameworks, driving post-acquisition talent integration, and delivering Board-level workforce readiness updates. Recognized for building adaptive learning cultures at scale that translate directly into competitive performance outcomes, leadership bench strength, and long-term organizational resilience.

PROFESSIONAL EXPERIENCE

Senior Director, Talent Management and Acquisition

MITER Brands, Harrisburg, PA

10/2021 – 02/2025 Architected and executed enterprise-wide learning, leadership development, and workforce capability strategies for a 15,000+ team member national organization spanning manufacturing, distribution, and corporate functions. Reported to CEO and presented workforce capability readiness updates to executive leadership.

Defined and executed a multi-year enterprise learning strategy aligned with long-term business growth, digital transformation, and workforce scalability objectives, championing a culture of continuous learning through innovative programming across multiple platforms.

Oversaw strategic design and delivery of leadership programs across all levels, including frontline supervisor/manager development for 800+ leaders, leveraging blended learning, online L&D systems, and development frameworks.

Led post-acquisition talent integration and cultural alignment across multiple enterprise acquisitions, developing learning governance frameworks and capability alignment strategies to accelerate workforce readiness during organizational transformation.

Partnered with executive team and senior leaders as a trusted advisor on organizational dynamics, talent strategy, leadership effectiveness, culture/value/behavior design, and approaches to achieving organizational performance.

Established learning governance frameworks and ROI measurement standards; conducted enterprise workforce capability mapping and skills gap analysis to align learning investments with critical business priorities and competitive readiness.

Built and led a diverse, high-performing team of Talent Acquisition, Learning & Development (L&D), and Organizational Development professionals; provided mentorship, coaching, and development opportunities to support attraction, engagement, and retention of key talent.

Designed executive leadership development and succession readiness programs; built high-potential acceleration frameworks, internal mobility pathways, and career architecture to strengthen leadership bench strength and long-term enterprise capability.

Designed strategic talent planning frameworks, organizational behavior competencies, succession/talent review processes, and performance management systems to build world-class talent infrastructure.

Led digital learning platform modernization and enterprise content strategy; oversaw technical upskilling initiatives and established digital knowledge management systems to support national expansion and AI-readiness objectives.

Key Accomplishments:

Modernized enterprise digital learning platform, deploying scalable L&D infrastructure that increased frontline program reach by 300% across 15,000+ distributed team members nationwide.

Implemented enterprise workforce capability mapping and skills gap analysis framework, enabling targeted upskilling investments aligned to business growth and national expansion priorities.

Led enterprise-wide succession planning, talent maps, and development plans to create future leaders.

Senior Manager, Leadership and Organizational Development

Exelon Corporation, Baltimore, MD

01/2011 – 10/2021 Directed enterprise-wide learning strategy, leadership development, and workforce capability initiatives in a highly regulated, technically complex environment, building learning infrastructure from the ground up. Advised CEO and senior executive team on long-term workforce readiness in a safety-critical industry.

Architected and deployed integrated enterprise learning strategy across all leadership levels (Emerging Leader, Mid-Manager, Executive) and technical disciplines; led digital learning platform modernization including eLearning, webinars, and remote learning solutions that delivered best-year operational performance outcomes.

Established and served as executive coach to C-suite leaders; built executive coaching and 360 feedback practices using tools such as Hogan, DiSC, Lominger, PDI, MBTI, EQi, and Hay Group Leadership Styles.

Drove change management to enable transformation, aligning culture, team effectiveness, and operational outcomes; created remote workforce best practices for talent development, team continuity, and learning.

Partnered with senior executives, HR, DEI, and analytics teams to integrate comprehensive DEI strategies, improving diverse leadership velocity by 20%, diverse hiring by 15%, and leadership pipeline diversity by 35%.

Oversaw enterprise technical upskilling and compliance training governance in a highly regulated nuclear environment; developed workforce competency frameworks and assessments adopted industry-wide by INPO and the U.S. Nuclear Fleet, earning “strong” INPO organizational effectiveness rankings and 5 industry excellence awards.

Established enterprise learning governance standards and trendable KPI frameworks; leveraged workforce capability analytics and performance alignment data to measure ROI, foster executive accountability, and drive continuous improvement in organizational health.

Led a team of 7 OD professionals, providing mentorship, coaching, and development to enhance team performance and retention.

Served as trusted advisor on organizational dynamics, talent strategy, and leadership effectiveness; benchmarked against best practices and talent trends.

Earlier Roles

Director of Operations | Director of Staffing, BCT LLC, Columbia, MD (06/2009 – 01/2011)

Manager, Leadership and Organizational Development, MedStar Health, Baltimore, MD (02/2006 – 06/2009)

Focused on strategic human capital planning, change management, L&D, executive coaching, culture alignment, and organizational development initiatives.

EDUCATION

Executive MBA

Loyola College Bachelor of Science in History

Towson University

CERTIFICATIONS

Certified Hogan Consultant DiSC Certified Certified Lominger 360 Feedback Consultant Certified PDI 360 Assessment Certified MBTI Facilitator Certified EQi Certified Hay Group Leadership Styles ITIL v3 Certified CVI Certified OCAI Certified

KEY SKILLS

Enterprise Learning Strategy • Digital Transformation • AI & Technical Upskilling • Learning Governance Frameworks • Workforce Capability Analytics • Skills Gap Analysis • Digital Learning Platform Modernization • Board-Level Communication • Leadership Succession Planning • High-Potential Acceleration Programs • Post-Acquisition Talent Integration • Executive Coaching

• ROI & KPI Measurement • Internal Mobility & Career Pathways • Distributed Team Leadership • Compliance & Regulatory Training Governance • Change Management • Executive Presence • Employer Brand through Learning Investment • Benchmarking Best Practices