Brett Hotze

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Nestlé Purina Pet Care - St. Louis, Missouri   Oct 2021 - Aug 2022
Consultant Learning & Development

- A visionary in the expansion of the LMS, seeking to maximize ROI. Supported all facets of LMS management. Partnered with Domain Admins on Global LMS enhancements. Served as project lead on several HR training implementations. Always focused on new technology. Documented metadata conventions for training objects in the catalog and best practices for system functionality. Supported and mentored LMS SuperUser team members and the LMS admin community.
- Expert at creating custom LMS reports and proficient at creating Power BI reports.
- Provided synchronized custom reporting on multiple HR executive training campaigns that scheduled data extracts from Cornerstone LMS and supplied shared Power BI reports keeping them up to date.
- Assisted in creating LMS objects that includes but is not limited to; Events, Sessions, Curriculums, Learning Assignments, Online Training, Groups, Tests / Assessments and Reports.
- Documented new ways of working and enhancements to the LMS.
- Utilized HRIS data elements to help manage and rationalize dynamic and static groups.

Nestlé Purina Pet Care - St. Louis, Missouri   Sep 2017 – Oct 2021
Lead Organizational Development LMS Consultant

- Established, documented, and shared the process for Mandated Annual Recurring training at the 23 Purina Manufacturing Plants. This process included how to create Learning Assignments within the Cornerstone on Demand LMS, and custom reports to validate these assignments.
- Developed and shared a macro enabled excel file that enhanced the default printed sign-in sheet from the CSOD LMS by providing a cleaner printed format. This same file then reduces the management of the roster by processing completions in the LMS via the Learning Assignment tool.
- Over multiple months executed the data extraction, translation and migration path for all training records from 23 Purina Manufacturing Plants LMS database to the Nestle Global LMS. This migration included more than +6 Million records, completed with 100% accuracy.*
- Onboarded and supported multiple Purina functional organizations on the Nestle Global LMS by providing configuration information and ways of working in an easy-to-understand manner.
- Represented Purina as an expert on the weekly Nestle Super User Network meeting that consisted of +30 super users from each of the US Nestle Operating Companies. Presented and shared best practices. Assisted with troubleshooting market level issues.

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Nestlé Purina Pet Care - St. Louis, Missouri   May 2012 - Sep 2017
Lead Consultant Applications - Organization Development

- Project Manager for the migration of Purina's disparate LMS to the Nestle US Market LMS.
- Executed the data extraction, translation and migration path for all training records from the disparate Purina LMS database to the US markets shared Plateau LMS. +1 Million plus records.
- Created new standards and naming conventions which all migrated data was aligned to.
- Validated via reporting that the migration of data was completed with 100% accuracy.
- Supported the increased usage of the LMS across multiple functional organizations.*
- As the Team Lead responsible for cross training the OD Instructional Designer on methods of online content uploading, content management, and content troubleshooting.
- As the Team Lead provided training to the LMS Admins on management of ILTs..
- Supported the OD team by capturing business requirements and creating custom reports.
- Project Manager for the migration of the Purina data from the Nestle US Market LMS to the Nestle Global LMS. Vendor management, IT virtual team coordination.
- Executed the data extraction, translation and migration path for all training records from the market LMS to the Nestle Global LMS. +2 Million plus records completed with 100% accuracy.
- Developed new standards and naming conventions which all migrated data was aligned to.

Nestlé Purina Pet Care - St. Louis, Missouri   July 2010 – May 12
Lead Consultant Applications – Talent Sourcing

- Extracted and reported on candidate data from Kenexa TAS to provide recruiters and management diversity insight into current hiring campaigns.
- Technical Lead on the migration from Kenexa to Taleo TAS. Supported and consolidated system design elements from multiple US Nestle Operating Companies.*
- Provided SAP HRIS mapping for the User, Candidate, Location, and Job Template data for the configuration of the Taleo Connect Client interface.
- Research and implemented a secure email process for communications between Purina and the prospective new employees.
- Designed and implemented for the five Nestle Operating Companies in the US an archive database of applicant data from Kenexa for legal retention.
- Implemented a SharePoint portal to track and escalate vendor related issues. Streamlined reporting processes and provided year-end summary data related to new hires.

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SSM Health Care - St. Louis, Missouri   Feb 2010 – Jul 2010
Developer and LMS Specialist

- Contracted to enhance the LMS user interface and successfully implemented twelve enhancement projects in less than 6 months.
- Built a new instance for the SumTotal Training Migration Utility by modifying XML framework files. The new instance processed a nightly import of class completions based on data captured via card readers.
- Working independently modifying, testing and documenting changes to core LMS ASP pages to hide, expose, and reorder user facing results.
- Wrote, tested and documented SQL scripts that updated or removed core functionality within the LMS.
- Saved over 240 man-hours by gathering functional requirements and coding a SQL script import process that successfully built 932 externally linked courses and associated them to 3 categories and 109 subcategories.

Monsanto - St. Louis, Missouri   Apr 2021 – Oct 2009
Senior Business Analyst LMS Specialist & Documentum Specialist

- Served as Team Lead on database design & development of stored procedures that reduced data entry time for roster completions of external training from 2 months to 2 weeks.
- Created reporting tools that reduced the time spent on traditional methods of reporting from days to minutes.
- Project Manager for onboarding of Manufacturing Plants to the SumTotal LMS.**
- Prioritized the rollout of e-Learning technologies to various business units worldwide.
- Created a Social Balance reporting process for Europe and Africa that reduced the production of the report from several weeks to no more than 3 days.
- Provided system configuration and support for multiple points of training administration related to the business' global initiatives.
- Handled the development and implementation of the 360 assessment-reporting tool.
- Served as Project Manager and developer to analyze, develop, and execute a systematic process to consolidate millions of training records from three disparate Oracle training databases into one master SumTotal LMS with zero data loss.**
- Nominated as the IT owner of Monsanto's internal Learning Center application. Documented the database configuration, the website and the network of stakeholders.
- Wrote the specifications and managed the implementation of the interface for master data between SAP HR and the new SumTotal LMS.
- Served as lead Documentum application contact, implemented workflows and initiated processes to increase metadata accuracy.
- End user application training for two major Documentum compliance applications. These applications allowed 30 plus team members to collaborate globally on several hundred regulated documents.

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EDUCATION

Bachelor of Fine Arts in Industrial Design with Honors   University of Illinois at Chicago

    Dean's List
- John E Walley Award (Industrial Design)
- Citation for Excellence (Industrial Design)
- Citation for Design Group Leadership
- Citation for Individual Design Achievements
- Foreign Study Automobile Design

Select courses:

Architectural Technologies Program   St. Louis Community College at Meramec
Select courses, Computer Science Program   Missouri University of Science & Technology

VOLUNTEER

- Nestle Purina Diversity & Inclusion ambassador – Buddy with new employees. Support D&I team for LMS event request. Participate at on and off site functions. Supported team initiatives and requests.
- Nestle Green Paws Leadership Team – Support on and offsite green initiatives. Support team for LMS event request. Attend monthly meetings and provide ideas and insights for actions and activities.

AWARDS

- Nestle Purina FiveTall Award* – Exemplary Performance, Creativity, and Dedication in the multi-month LMS roll-out for 23 Mfg Plant Locations spanning US and Canada.
- Nestle Purina Spirit of Innovation Award* – Outstanding Performance with Data Migration of the factories into the Nestle Global CSOD LMS.
- Nestle Purina FiveTall Award* – Expertise, Dedication, Patience, and continued support during the transition of Order Revenue Management's Certification requirements to the LMS.
- Nestle Purina FiveTall Award* – Consistent Ideation and Delivery of Technical Solutions to Ensure a Successful and Effective Implementation of the Taleo System.
- Monsanto - Excellence Award** - Global Learning Management System consolidation
- Monsanto - Excellence Award** - Learning Management System implementation, Brazil MFG sites