

Regan J. Patrick, Ed.D.

Executive Leader • Profit/Growth Strategist • Change Agent

Active DoD Top Secret Clearance

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Clifton, Virginia

20+ years of exemplary, insightful leadership, driving successful project capture, improving outcomes, and enhancing efficiencies for fast-paced global operations and training programs

Key Proficiencies

- **Leadership:** *Engaging team-building strategies to inspire large and small teams to high-performance and success using collaborative approaches, prescriptive innovations, creativity, and strategic decision making. Mentor, coach, advocate, and champion.*
- **Communications:** *Confident, articulate, globally-recognized speaker, author, and subject matter expert, inspiring strategic decision makers through live/virtual presentations and discussion. Exceptional team building skills and experience, sharpening organizational culture and brand definition.*
- **Process Optimization:** *Demonstrated expertise driving and managing change through root cause analysis, data-informed decision making, and outcome-focused change as well as implementing business process reengineering.*

Experience & Achievements

Chief Learning Officer • CAE DEFENSE & SECURITY • Chantilly, Virginia

2021 - 2024

Executive Leadership Team member responsible for identifying, developing and applying scientific methods, instructional strategies and learning technologies in the design, implementation and delivery of global training solutions for the world's largest pure play, platform-agnostic training solutions provider. Assessed and established CAE's Defense & Security global, multi-domain training strategies. Responsible for creating and managing customer rapport, as well as developing effective relationships with key partners, subcontractors, instructors, and students.

- *Critical leadership in conceiving revolutionary redesign of Canada's military flying training program, resulting in successful capture of \$10B+, 30-year contract (largest in CAE history).*
- *Solutions architect on \$1B+ multi-service international training program, authoring 50-page technical volume and leading senior executive bid reviews (Red Team/Gold Team) to successful capture.*
- *Led design of large overseas maritime training program bid, unseating previous prime contractor by introducing best practices, advanced approaches, and data-informed decision making.*
- *Championed the design and deployment of the company's first Courseware Solutions Catalog, an industry-best source of instructional design products and templates to improve global integration and operations, reduce costs, and improve bid accuracy and speed.*
- *Conceived and instituted CAE's first Learning Science Fellows program, linking a global community of industry technical leads and thought leaders to guide and inspire excellence in product design and operations throughout the company.*
- *Delivered multiple presentations at industry and government conferences, seminars, symposiums, and podcasts worldwide, providing thought leadership in advanced training system design and architecture.*

Program Manager • CAE MISSION SOLUTIONS • San Antonio, Texas

2018 – 2021

Program lead for 310-person contractor team tasked with delivering advanced academic and simulator training, logistics and sustainment support, courseware design and maintenance, and student administration to more than 1,800 USAF Special Operations and Rescue aircrew students annually at four U.S. sites.

- *Assumed management of failing program with multiple impeding elements; quickly assessed program issues, leveraged disciplined and decisive approach to reestablishing connections and trust, resolved complex labor disputes and ultimately realigned processes to ensure on-time execution.*
- *Directed comprehensive program cost, schedule and performance measurements, including \$253M budget for courseware, logistics, maintenance, student operations, quality and oversight of five subcontractors.*
- *Identified problems and overcame setbacks; set priorities and led numerous high-level negotiations and program meetings to strengthen strategic relationships, secure \$30M+ in contract modifications, and ensure success under schedule and fiscal constraints.*
- *Ensured continuity of operations throughout COVID Pandemic; galvanized team through intense attention to collaboration, encouragement and support, while overcoming uncertainty and confusion to sustain all contract deliverables with **no interruption to mission essential training.***

Executive Professionalism Instructor • USAF

2016 – 2018

Joint Base San Antonio Randolph • San Antonio, Texas

Senior Field Grade Officer tasked by Headquarters, Air Force to develop professionalism seminars to infuse core values across the global force through culture change and workforce talent development. Designed and delivered professional development courses and team-building assessments for operational personnel in 10 Major Commands around the world.

Chief, SOF/Rescue Training Branch • USAF

2015 – 2016

Joint Base San Antonio Randolph • San Antonio, Texas

Directed development and execution of 130 individual flying and ground training syllabi supporting global Special Operations, Rescue and the Survival, Escape, Resistance, and Evasion (SERE) missions. Executive Subject Matter Expert for USAF's helicopter replacement program, defining operational strategy and requirements, business practices, schedules, and shaping standards to sharpen program execution.

Chief, Combat Rescue Helicopter Training Branch • USAF

2014 – 2015

Wright-Patterson Air Force Base • Dayton, Ohio

Led 45-person Integrated Process Team to deliver transformational operations and maintenance training capabilities for the new \$9.8 billion Combat Rescue Helicopter program, establishing the \$490M training system to support six Major Commands and 40-year aircraft lifecycle, on time and within budget.

Chief, Strike Systems Branch • USAF

2013 – 2014

Wright-Patterson Air Force Base • Dayton, Ohio

Led 43-person acquisition team driving 21 joint, geographically separated organizations to deliver USAF's \$3.4 billion airborne gunship program to first flight on schedule, on cost. Overcame aircraft mishaps and contract disputes, pioneered innovative integration procedures, expedited airworthiness approvals and shaped diverse specifications for U.S. Special Operations Command's highest priority acquisition program. Saved \$50 million and delivered robust 30+ year combat capability.

Early USAF Career

Deputy Group Commander, led 860 airmen to train 2,000+ Special Operations, Rescue, and DV airlift students per year. Managed \$1.2B contract supporting 21 individual aircraft training devices worth \$1.8B.

Squadron Commander of 380-person unit; managed \$30M/yr. aircrew training contract, defined two Major Command 'Best Practices', saving \$23M. Delivered world's first full-crew helicopter simulator, saving \$10M per year. Drove standup of USAF's first H/MC-130J training system; 180% capacity in just six months.

Operations Officer for largest deployed Combat Search and Rescue Squadron since the Vietnam War. Deployed to Operations Desert Storm, Southern Watch, Enduring Freedom, Iraqi Freedom, and JTF- Katrina.

Teaching Experience

USAF HH-60G Pave Hawk Helicopter Instructor and Evaluator Pilot	2004-2012
Embry-Riddle Aeronautical University (Adjunct Professor, Worldwide Campus)	2001-2012
<ul style="list-style-type: none">Undergraduate and Graduate courses in Rotorcraft Ops, Air Carrier Ops, and Aviation Legislation	
USAF Air Education and Training Command Master Instructor	2007-2018

Education

CIVILIAN

Doctor of Education, Organizational Change and Leadership

University of Southern California • Los Angeles, CA
Dissertation: Improving Pilot Training by Learning About Learning: An Innovation Study

Master of Aeronautical Science, Management

Embry-Riddle Aeronautical University • Daytona Beach, FL

Bachelor of Arts, Economics

San Diego State University • San Diego, CA

PROFESSIONAL MILITARY

Air War College (USAF)

Advanced military leadership and national security

- Excellent Graduate Award

Air Command and Staff College (USAF)

Intermediate military leadership and global strategy

Squadron Officer School (USAF)

Primary military leadership and team building

- Superior Leader Award

Qualifications

- Program Management Professional (PMP)
- USAF Command Evaluator Pilot
 - 2,600+ hours, 800+ NVG
 - Aircraft Flown: T-41, T-37, T-38, UH/TH-1H, M/HH-60G, CV-22, MC-130H/J, F-16D, F-15D
- FAA Fixed and Rotary-Wing Pilot
 - Commercial, Airplane Multiengine Land, Rotorcraft, Instrument Airplane and Helicopter

Achievements and Awards

- IRONMAN Triathlete
- Level I Sommelier
- Arbinger Institute Leadership Facilitator
- Air Education and Training Command Gen Horace Wade Innovation Award (USAF)
- Watch D.O.G.S. (Dads of Great Students)
 - Launched first program in New Mexico; engaging fathers as Elementary School role models
- Eagle Scout, Boy Scouts of America

Recent Publications

- *Current and Future Training Environment* (2024)
CAE External White Paper
- *Analysis of the Benefits for Flight Simulation* (2023)
CAE External White Paper
- *CAE Perspective: New Tools and Innovative Approaches to Learning Transformation* (2023)
LinkedIn
- *Towards Adaptive Learning Structures* (2023)
Halldale Group
- *Watershed moment demands training transformation*, *The Australian* (May 22)
- *Distance Education in Defense & Security* (2022)
CAE External White Paper
- *The Arrival of Analytic Evaluation Strategies for Training Systems* (2020)
Interservice/Industry Training, Simulation and Education Conference (IITSEC)

Recent Presentations and Podcasts

- Military Flight Training Conf., London, UK (2024)
Mobilizing the Future; Enabling Defense Training Modernization
- Training 2024 Conf. & Expo, Orlando, FL (2024)
10 Learning Myths and How to Crush 'Em!
- Avalon Airshow & Expo, Melbourne, Australia (2023)
Erasing Challenges by Evolving Military Aviator Training and Operations; Student-Centric Approaches to Military Flight Training
- iFEST 2022, Arlington, VA (2022)
Using the 'Red Pill' to Conceptualize Training Optimization; Insights on Future Learning Ecosystems
- World Aviation Training Summit, Orlando, FL (2022)
WATS Pilot Conference Session 2: The Future is Arriving
- Lessons from Learning Leaders Podcast, w/Duane Lester (2023)
 - Episode 11 - [Learning Myths and Misperceptions, and How to Crush Them](#)
- CAE Catalyst Podcast Series (host and presenter)
 - Accelerating Readiness with LVC Training
 - Industry Engagement in Training Transformation
 - What's Driving Training Transformation?