

JAY R. FRISCHKORN

Learning & Development Consultant | Instructional Designer | Corporate Trainer

 630-294-6590 |  jfrischkorn@profitstrategy.biz |  [Linked In](#) |  [TurnKeyLD.com](#)

Translating business goals into scalable learning solutions that drive engagement, performance, and compliance.

Summary

Freelance Learning & Development Consultant with 20+ years of experience delivering strategic training, instructional design, and corporate facilitation for Fortune 500 and mid-size organizations. Expertise in **needs analysis, eLearning development, compliance and leadership training, and process improvement consulting**. Proven record of accomplishment aligning learning with business objectives to accelerate onboarding, improve workforce performance, and drive operational efficiency across healthcare, finance, manufacturing, and technology sectors.

Core Competencies and Skills

Consulting & Freelance Expertise: Strategic Consulting, Client Engagement, Project Management, Process Improvement, Change Management, Training Needs Analysis, Business Transformation, Leadership Development, Compliance Training, Sales Enablement, Onboarding, Training Effectiveness Metrics

Instructional Design & Delivery: eLearning, Blended Learning, Instructor-led Training, Webinars, Simulations, Gamification, Branching Scenarios

Tools & Technology: Articulate Storyline, Adobe Captivate, Camtasia, Audiate, MS Office, JavaScript, SMML, ChatGPT, Learning Management Systems (LMS)

Representative Consulting Projects

United Airlines: Designed and developed operations and compliance training with system simulations for new technology rollouts, enabling faster adoption and operational efficiency.

Zebra Technologies: Developed global sales enablement programs reaching 2,000+ learners, improving knowledge retention and sales performance.

Abbott: Delivered business acumen training and one-on-one coaching for high-potential product development Directors and VPs, enhancing leadership effectiveness.

Johnson Controls: Built blended learning programs and simulations for fire suppression system installers, increasing skills proficiency and reducing errors.

Charter Manufacturing: Designed gamified compliance and safety training, increasing learner engagement and completion rates.

Professional Experience and Consulting Partners

Turn-Key Learning and Development Ltd – President / Founder | 1992–Present

- Provide freelance and contract consulting for corporate clients across multiple industries.
- Deliver mission-driven instructional design, corporate training, and needs/outcome analysis.
- Develop simulations, eLearning, and scalable learning resources.
- Implement process improvement, strategic planning, organizational design, and project management.
- Achieved multimillion-dollar savings and cost avoidance for clients.

Lake Forest Graduate School of Management – Adjunct Professor | 2012–2023

- Facilitated MBA courses in Business Analytics, Data Analysis, Managerial Finance, Accounting, and Operations Management.
- Delivered leadership and technical training for corporate clients.
- Received Faculty Engagement Award for innovative learning practices.

American Management Association (AMA) – Faculty | 2010 - 2024

- Facilitated finance, business analytics, and financial modeling courses for open enrollment and corporate clients.
- Developed leadership programs incorporating AI and data-driven management practices.
- Customized data analysis seminars for organizations including University of Pittsburgh and NASA.

Consulting Partners 2010 – Present

- **Training Pros – Sr. Consultant:** Designed, developed, and facilitated corporate learning programs for Zebra, Johnson Controls, InterSystems, Badger, Kemper, and Charter Manufacturing.
- **Total Training Solutions – Sr. Consultant:** Developed eLearning and instructor-led training for United Airlines, including detailed software simulations for operational personnel.
- **CARA Corporation – Consultant:** Designed and delivered training for enterprise clients including U.S. Cellular®, Allstate, UNIVAR, Baxter, Roundy's, Zebra, and ComEd. **PURE Award for Service Excellence.**

Earlier Career & Leadership Roles

- **Omaha Herald Corp.** – President, Rylander Direct Marketing, Inc.
- **Caremark Inc.** – Director, Pharmacy Operations
- **American Air/Sky Chefs** – Director of Operations, Chicago O'Hare
- **Procter & Gamble** – Line Management and Performance Consulting Roles

Education & Certifications

- **MBA**, Lake Forest Graduate School of Management – *High Honors*
- **BS, Chemical Engineering & Business**, University of California, Berkeley – *Honors*
- **BS, Chemistry**, University of California, Berkeley – *Honors*
- **Certificate**, Virtual Training & Engagement – Lake Forest Graduate School of Management
- **ASQ Certified Manager of Quality/Organizational Excellence (CQM/OE)**
- **Certificate**, Organizational Change Facilitation – The Pacific Institute