

Strategic Learning, Talent & Workforce Capability Leadership

Senior-level consulting, advisory, fractional, and interim L&D leadership to build, reset, or accelerate learning, talent, and workforce capability.



WHEN FORTIVRA CAN HELP

- Growth is outpacing the learning infrastructure needed to support it.
- L&D exists, but priorities, governance, measurement, or business alignment are unclear.
- The organization needs to build or rebuild an enterprise learning function.
- A senior L&D leader has departed and experienced interim leadership is needed.
- Leadership, sales, or workforce capability is limiting execution against business priorities.
- Transformation, restructuring, acquisition, or new technology requires faster workforce readiness.

WHAT I CAN STEP IN TO DO

- Diagnose capability, performance, and organizational readiness gaps.
- Establish enterprise L&D strategy, priorities, and investment focus.
- Build or reset the L&D operating model, governance, and portfolio.
- Advise consulting teams, client leaders, HR, and subject-matter experts as an L&D SME on capability priorities.
- Shape leadership, sales, and workforce capability strategies tied to measurable business outcomes.
- Establish measurement, reinforcement, and accountability mechanisms that support transfer and adoption.
- Build pragmatic roadmaps internal teams can execute, sustain, and improve.

Fortivra's CALIBER™ diagnostic framework can support consulting and advisory engagements.

LANA ADAMS, M.S., CPTD, SHRM-SCP

Enterprise learning & talent development executive
Leadership development | Sales & workforce enablement
Organizational effectiveness

M.S., Management, Strategy & Leadership, Michigan State University
CPTD | SHRM-SCP | ATD Master Trainer | DiSC Certified Facilitator
Change Management Specialist (CMS)

REPRESENTATIVE ENTERPRISE OUTCOMES

21%

reduction in seller ramp time after building and scaling an L&D function for 400+ sellers and leaders

95%

enterprise sales force certification achieved within four months of program launch

+8 pts

CX improvement within 90 days through coordinated capability and process interventions

18–20%

annual sales growth for three consecutive years supported by an enterprise sales methodology and development strategy

\$20M+

P&L leadership experience, bringing commercial discipline to capability investment decisions

Results achieved in prior enterprise leadership roles.

ENGAGEMENT OPTIONS

Fractional Leadership

Ongoing senior L&D leadership without immediate permanent executive headcount.

Interim Leadership

Temporary leadership during vacancies, transitions, transformation, or organizational change.

Strategic Projects + Advisory & SME Support

Diagnostics, strategy, operating-model design, capability roadmaps, function build/reset, and embedded SME support.