

Sheldon L. Brummell, M.A.

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SUMMARY

I specialize in the development of leaders, and I am considered by peers to be a learning catalyst. Through a career in the transportation industry, where I have held management, logistics and training positions I have become well versed in the science and art of leading people.

EDUCATION

Gonzaga University **Spokane, WA** **Aug 2016**

Master of Arts in Organizational Leadership (Servant-leadership Concentration)

Central Michigan University **Mount Pleasant, MI** **Dec 2010**

Bachelor of Science in Business Administration in Logistics Management

Central Michigan University **Mount Pleasant, MI** **Dec 2010**

Bachelor of Science in Business Administration in Marketing

EXPERIENCE

XPO LOGISTICS, INC.

Implementation Manager **United States** **Oct 2017 – Present**

Deliver comprehensive training and sustainment solutions for the engineering department.

Dock Engineered Standards / Workload Planning (DES/WLP)

- Position is 100% travel-based
- Facilitate week-long on-site training sessions for service center management on engineered labor standards, corresponding software and how to hold effective coaching conversations using software to drive engagement, reduce costs and increase productivity
- Communicate data and financial results of project to local, district and executive leadership to jointly develop solutions for continued engagement, sustainment and inefficiency mitigation

Freight Operations Supervisor Training Conference (FOSTC)

- Work with CHRO, EVP of Compliance, VP of HR and Director of Talent Management to create an action-oriented learning experience for field management
- Facilitate Leadership course producing effectiveness scores averaging 96%
- Teach Enterprise Resource Planning system producing effectiveness scores averaging 95%

New Hire Training Videos

- Process Owner for creation of training video library for new hires and training sustainment

Learning & Development Facilitator **Ann Arbor, MI** **Feb 2015 – Oct 2017**

Developed Blended Adult learning initiatives for organization's personnel, departments and projects.

Freight Operations Supervisor Leadership Program

- Created and implemented standardized 6-week new hire training process for new supervisors with previous management experience

Field Management Trainee Program (FMT)

- Updated and implemented standardized 9-week new hire training process for new leaders with a bachelor's degree or military experience

Freight Operations Supervisor Training Conference (FOSTC)

Fleet Maintenance Leadership Training Conference (FMLTC)

- Facilitated Emotional Intelligence, Team Building, Inquiry-based Coaching and Leadership courses producing effectiveness scores averaging 97%

Dockworker Trainer Project

- Created and implemented standardized 2-week new hire training process for hourly employee
- Managed \$450,000 budget
- Developed and oversaw cascaded training for 220 locations nationwide and served as Master Facilitator

Linehaul Compliance Training for Field Management

- Used Adobe Captivate to create and implement compliance eLearning for 1000+ members of field leadership

EXPERIENCE CONT.

XPO LOGISTICS, INC. Cont.

Linehaul Coordinator

Ann Arbor, MI

Mar 2014 – Feb 2015

Planned and managed the movement of people, equipment, freight and information between 26 service centers in the Southeast United States.

- Collaborated with management of service centers to develop nightly plan
- Communicated rules, regulations and laws that govern our industry to managers and drivers to ensure safety

Worked with upper management to complete daily tasks and exceed expectations expected of Linehaul personnel.

- Consistently received accolades for top weekly regional scorecard
- Helped my team achieve the top department scorecard for 2014

Freight Operations Supervisor

Henderson, CO

Oct 2011 – Mar 2014

Managed the inbound/outbound processing of over 700 customer orders per shift averaging 750,000 pounds and led over 50 Class A CDL Drivers, Full-Time Dock Workers and Contingent Dock Workers to ensure efficient loading, unloading and processing of customer shipments.

- Consistently exceeded shift goal of 6,000 pounds per man hour by at least 2,000 pounds
- Special Project Lead for Contingent Dock Worker progression and retention

Field Management Trainee

Phoenix, AZ

June 2011 – Oct 2011

12-week training program to manage the inbound/outbound processing of over 700 customer orders per shift averaging 750,000 pounds and led over 50 Class A CDL Drivers, Full-Time Dock Workers and Contingent Dock Workers to ensure efficient loading, unloading and processing of customer shipments.

TARGET CORPORATION

Electronics Team Member

Goodyear, AZ

Feb 2011 – May 2011

- Provided quality customer service while assisting guests with purchase decisions
- Drove sales through effective communication to guests of product knowledge

Sales Floor Team Member

Mt. Pleasant, MI

Jan 2008 – Feb 2011

Cashier

Saginaw, MI

Jan 2006 – Jan 2008

Backroom Team Member

Saginaw, MI

Jan 2005 – Jan 2006

Cart Attendant

Saginaw, MI

Aug 2004 – Jan 2005

Facilitation Experience

DES/WLP

10+ US Locations

Oct 2017 – Present

- Engineered Labor Standards
- Inquiry-based coaching

IMPACT

Mount Pleasant, MI

Aug 2017

- Excelling through freshman year

Minority Student Leadership Conf.

Mount Pleasant, MI

Feb 2017

- Creating a Clear Vision
- Goal Setting

FOSTC (Monthly)

Ann Arbor, MI

Feb 2015 – April 2018

- Leadership That Gets Results
- Service Center Operations Training
- Emotional Intelligence

Dockworker Trainer

10+ US Locations

May 2015 – Oct 2017

- Effective Trailer Loading
- New Hire Onboarding

Service Center Operations Training

Portland, OR

July 2016

- Shift Planning

FMLTC

Memphis, TN

Jan 2016

- Building Effective Teams
- Inquiry-based Coaching

Certifications

Fred Pryor Seminars	Cleveland, OH	May 2015
<ul style="list-style-type: none">• Intro to Project Management		
Association for Talent Development	Alexandria, VA	Mar 2015
<ul style="list-style-type: none">• Training Certificate		

Personal Contributions

Bryant-Brummell Business Award	Mount Pleasant, MI	Jan 2013 – Present
Support an annual award of \$1,000 for 4 years for a student enrolled in the College of Business Administration.		
<ul style="list-style-type: none">▪ Must have interest in the study of business▪ Must display academic proficiency as demonstrated by a GPA of 2.75 on a 4-point scale		

Professional Associations

General Member	Ann Arbor, MI	Aug 2016 – Present
Association for Talent Development		
Learn from and network with learning professionals regarding methods to effectively develop organizations and people.		

General Member	Southfield, MI	Nov 2008 – Present
Alpha Phi Alpha Fraternity, Incorporated		
Provide service and advocacy for the communities of Metro Detroit.		

Coaching and Mentorship

Founder and Content Creator	Ann Arbor, MI	Oct 2016 – Present
shellbrummell.com		
Personal leadership blog with an emphasis on growth and developing meaningful relationships.		

Founder and Facilitator	Ann Arbor, MI	July 2017 – Present
Big Cousin Consultants, LLC.		
Coaching and mentorship organization aimed at provided foundational life skills for underprivileged youth attending college.		

Awards

Results Matter Award (Quarter 3)	XPO Logistics	Dec 2017
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“Sheldon received numerous nominations for his recent work leading training for the Account Receivables Team in Dallas, TX, and outstanding facilitation of Freight Operations Supervisor training sessions at the Field Support Center in Ann Arbor, MI. Terry Riordan and John Solomon both gave testimonies to Sheldon’s hard work, organization skills, humility and going above and beyond for his FOS students, fellow coworkers and community. Needless to say, Sheldon is a well-deserved recipient that believes in the values of XPO and is a key role in delivering results that matter”