

Shem Hatfield

**Leadership & Culture Partner | Facilitator | Coach |
L&D Program Designer**

Experienced learning and leadership development professional specializing in practical leadership experiences, supervisor development, communication, coaching, culture, accountability, and team effectiveness.

shem@wired-human.com
linkedin.com/in/shem-hatfield
Wichita, Kansas area

CORE STRENGTHS

Facilitation	Coaching	Program Design	Culture & Change
• Leadership workshops • Emerging leader cohorts • Supervisor development • Communication & conflict sessions	• 1:1 leadership coaching • Peer coaching • Cohort reflection • Assessment debriefs	• Custom L&D design • Curriculum mapping • Transfer tasks & guides • Evaluation tools	• Compassionate Accountability • PCM communication • Conflict resolution • Team effectiveness

PROFESSIONAL EXPERIENCE

Founder & Principal Consultant | Wired Human | 2025 – Present

- Founded a leadership and culture development practice supporting organizations and leadership consultancy firms through contracted facilitation, coaching, curriculum delivery, and program design.
- Serve as a leadership and culture partner for clients and partner firms, delivering practical learning experiences that strengthen communication, accountability, coaching, conflict capability, and team effectiveness.
- Facilitated leadership development programming through partner relationships for organizations in manufacturing, retail, and human services; supported new leaders, indirect leaders, frontline supervisors, and mid-level leaders.
- Deliver virtual and in-person workshops, peer coaching sessions, cohort reflection conversations, application exercises, and debriefs tied to leadership development content.
- Design and adapt leadership development materials, participant guides, transfer tasks, coaching prompts, and workshop activities to help participants apply learning to real workplace challenges.
- Partnering with non-profit organization through a 12-month leadership and team development engagement focused on coaching, workshops, assessment debriefs, consultation, facilitation, communication rhythms, trust, accountability, and team health.

Selected Achievements

- Impacted hundreds of leaders and professionals through leadership development cohorts, workshops, coaching sessions, and multi-session programs across manufacturing, healthcare, nonprofit, human services, education, and mission-driven environments.
- Built and delivered programming ranging from hourly workshops and virtual coaching sessions to multi-day leadership development experiences.
- Known for practical facilitation that helps participants connect leadership concepts to real workplace conversations, decisions, and team dynamics.

Director of Talent Development | Heartspring | 2021 – 2025

- Led organizational learning, onboarding, leadership development, compliance training support, career development, learning systems, and talent development strategy for a mission-driven nonprofit serving neurodiverse children and adolescents.
- Designed and facilitated in-person and virtual learning programs including leadership development, supervisor onboarding, conflict resolution, emotional intelligence, adaptive leadership, change management, customer service, and communication.
- Built and delivered monthly leadership development sessions, refresher learning, leadership roundtables, and custom content for frontline supervisors, emerging leaders, managers, directors, and senior leaders.
- Oversaw orientation programming, curriculum development, LMS administration, HRIS documentation, training records, reporting, and cross-functional learning initiatives.
- Supervised a talent development team responsible for onboarding, instructional design, e-learning, documentation, and ongoing training support.
- Conducted needs assessments, collaborated with senior leaders to identify skill gaps, and designed targeted development content to improve supervisor capability and organizational performance.

Selected Achievements

- Created and implemented a multi-tiered leadership development program reaching 100+ leaders and supporting leadership pipeline development.
- Built an Emerging Leaders program for approximately 15 high-potential employees, integrating leadership reflection, practical application, coaching, and cohort-based development.
- Supported onboarding systems serving 120+ employees annually while maintaining a high standard of engagement, documentation, and readiness.
- Collaborated with senior leadership to define core competencies and build aligned training programs and facilitation sessions across teams.

Talent Development Supervisor | Heartspring | 2017 – 2021

- Led design and facilitation of orientation programs, curriculum development, leadership training, and manager development sessions for middle managers and frontline supervisors.
- Supervised a team managing onboarding for an average of 147 employees annually while supporting a consistent and high-quality new hire experience.
- Facilitated coaching and development sessions that equipped leaders with practical tools to improve team performance, employee engagement, safety, and communication.
- Designed and implemented structured onboarding processes to improve integration, retention, and employee satisfaction.

Selected Achievements

- Reduced workplace accidents by 48% from 2018 to 2021 through targeted training and safety initiatives.
- Honored as Values Ambassador of the Year for embodying and promoting organizational values.

Talent Development Coordinator | Heartspring | 2013 – 2017

- Designed and delivered training programs for new hires and existing staff, ensuring alignment with organizational goals, role expectations, compliance standards, and safety requirements.
- Supervised and supported new hire cohorts, helping employees transition into roles with clarity, confidence, and connection.
- Managed training documentation and maintained records to support compliance, reporting, and program effectiveness.

Selected Achievements

- Onboarded an average of 133 employees annually through consistent orientation and training delivery.
- Played a key role in building foundational skills for paraprofessionals, teachers, direct support professionals, and managers.

Volunteer Mentor and Advisory Board Member | Central Kansas Prison Ministry | 2018 – 2024

- Provided mentoring and advisory support focused on personal development, accountability, reflection, and values-based growth.

EDUCATION & CERTIFICATIONS

- M.A. in Organizational Leadership, Lincoln Christian University (2021)
- Bachelor of Philosophy & Religion, History Minor, Wichita State University (2012)
- IACTM Accredited Coach
- Certified Provider in Process Communication Model (PCM)
- Compassionate Accountability Certified Provider / Coach & Consultant
- Certified Provider in Leading Out of Drama (LOD) and Compassion Mindset (CM)
- Lean Six Sigma Green Belt

TECHNICAL & L&D SKILLS

HRIS & LMS administration • Adult learning theory • Instructional design • Program design and development • Facilitation • Coaching and mentoring • Data analysis and reporting • Project management • Process improvement • Microsoft Office Suite • Virtual learning delivery • Evaluation and transfer-of-learning tools