**Toby Marcus**

**[Protective Life 2016-Present](https://www.linkedin.com/company/9957/)**

**Assistant Vice President, Learning and Leadership Development**

**[President, Birmingham ATD Chapter 2016](https://www.linkedin.com/search/results/index/?keywords=Association%20for%20Talent%20Development%20(Birmingham%20Chapter))**

This was an exciting opportunity and what many would call a "turnaround" year for our Chapter. I first served as President Elect (2015), then President (2016), then Chapter Advisor (2017). In addition to moving the monthly chapter meetings to a fresh, new donated space, I also introduced operating standards and procedures that ultimately lessened the load of our board volunteers. I also introduced new programming that is still in use and helped launch an overhaul of the chapter's image (increased professionalism in communication, updated chapter website and helped establish SLAs to create a richer experience for our members).

I was very lucky to have been supported by a dedicated and talented board of directors. This was one of my most fulfilling leadership opportunities to date.

**[Learning Design and Documentation Manager 2013-2016](https://www.linkedin.com/company/279147/)**

[Blue Cross and Blue Shield of Alabama](https://www.linkedin.com/company/279147/)

Led a large, highly tenured team of designers, technical writers, editors, consultants, and facilitators on creation, delivery and maintenance of enterprise-wide learning solutions. Our solutions supported company compliance requirements, technology implementations, and general business processes/systems. My team was also responsible for maintaining an in-house, on-demand resource tool critical in processing and resolving customer claims.

**[Training Director 2003-2011](https://www.linkedin.com/company/21450/)**

[Daxko](https://www.linkedin.com/company/21450/)

Led team of instructional designers and facilitators on creation of classroom training, on-demandlearning modules and implementation of an LMS to support customer implementation of cloud-based, operations management software solutions.

