WANDA BROWN

HR & LEARNING TECHNOLOGY LEADER

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PROFESSIONAL PROFILE

I sit at the intersection of Human Resources, Technology, Learning & Development, and Organizational Development—connecting people, systems, and processes to improve how employees learn, work, and perform. My background combines Cornerstone OnDemand LMS management, HR technology, formal and functional people leadership, performance management modernization, and AI-assisted learning development.

CORE STRENGTHS

Cornerstone OnDemand & Enterprise LMS • HRIS & Workforce Management • Direct & Functional People Leadership • Learning Operations • Performance Management • AI-Assisted Training Development • HR Technology Projects • Requirements & UAT • Organizational Development

PROFESSIONAL EXPERIENCE

CHILDREN'S OF ALABAMA | Birmingham, AL

Senior HR Analyst – Organizational Development | Jun 2026–Present

- Support organizational development, employee learning, onboarding, and performance-support initiatives, drawing on HRIS, LMS, and Learning Sciences expertise.
- Use generative AI to develop training materials more efficiently, simplify complex information, improve instructional structure, and create engaging learning content.

Senior HR Analyst (HR Shared Services – Infor & Workforce Management) | Jan 2024–Jun 2026

- Supported Infor/workforce management operations, time and attendance, employee and manager services, reporting, and issue resolution.
- Collaborated with HR, Payroll, IT, and Operations to improve workflows, troubleshoot issues, and develop reports, SOPs, knowledge articles, and training resources.

Senior HR Analyst – HRIS | Dec 2021–Jan 2024

- Administered and supported enterprise HR technology, including Infor and Cornerstone OnDemand, across employee data, learning, reporting, onboarding, and self-service.
- Provided functional leadership for cross-functional HR technology projects, coordinating contributors without direct reporting authority and aligning requirements, testing, issue resolution, and implementation.
- Led requirements gathering, UAT, data validation, troubleshooting, and implementation support; translated stakeholder needs into workflows, reporting, documentation, and training.

RAM TOOL CONSTRUCTION SUPPLY CO. | Birmingham, AL

LMS System Manager – Cornerstone LMS | Sep 2018–Dec 2021

- Managed Cornerstone OnDemand learning operations for 1,000+ users, including curricula, assignments, training records, learning reporting, and user support.
- Provided functional leadership to five employees who reported to the same manager, assigning learning-related work and contributing performance ratings during annual reviews.
- Partnered with HR, leaders, and subject matter experts to translate learning needs into LMS programs; supported reporting, troubleshooting, standards, testing, enhancements, and training.

PROFESSIONAL EXPERIENCE (CONTINUED)

KINEDYNE | Prattville, AL

Human Resources Manager | Dec 2017–Sep 2018

- Managed HR operations for a global manufacturing organization and directly supervised five employees, providing work direction and performance oversight.
- Served as Kinedyne's project manager for converting manual performance reviews into an electronic UKG process, partnering with UKG's technical team on assessment, review, and compensation workflows.
- Led the UKG project through completion before employee go-live; supported HR policies, payroll, benefits, recruiting, compliance, and workforce management.

O'NEAL STEEL | Birmingham, AL

Cornerstone LMS Administrator – Part-Time Contract | Dec 2017–Aug 2018

- Retained after leaving full-time employment to continue Cornerstone administration, learning records, curricula, reporting, and user support while working full time at Kinedyne.

Human Resources Systems Administrator – Cornerstone LMS | Aug 2013–Dec 2017

- Administered Cornerstone OnDemand LMS operations: user access, curricula, courses, sessions, assignments, completions, training records, reporting, and support.
- Supported instructor-led, virtual, and online learning, compliance assignments, enrollment, and training communications; partnered with HR, OD, and business leaders.
- Developed reports, procedures, job aids, and user guidance; supported system improvements and issue resolution.

Policies & Procedures Analyst | Jan 2006–Aug 2013

- Developed policies, SOPs, workflows, job aids, and training resources; supported business process analysis, governance, and continuous improvement.
- Recruited and managed temporary-service personnel for the department; managed and approved hourly employee time using workforce technology.

Production Support Analyst | Jan 2000–Jan 2006

- Supported enterprise applications through issue resolution, requirements, testing, data validation, implementation support, technical documentation, and user training.

Information Technology Help Desk | Apr 1994–Jan 2000

- Provided Level 1/2 support for business applications, hardware, software, network connectivity, and user access; documented and escalated technical issues.

TECHNOLOGY & CAPABILITIES

Cornerstone OnDemand • Infor • UKG/UltiPro • ADP • Enterprise LMS Administration • AI-Assisted Training Development • Learning Reporting & Compliance • Performance Management • HR Technology Project Management • Requirements & UAT • Data Validation • Process Documentation • Articulate • Camtasia • SharePoint

EDUCATION

University of Alabama at Birmingham | Graduate study in Learning Design & Learning Sciences (in progress)

University of Phoenix | Bachelor’s Degree, Information Technology (2017)

ADDITIONAL LEADERSHIP

First Memorial Baptist Church | Media Ministry Team Lead — Lead an eight-member volunteer team, coordinating scheduling, coaching, technology, and operating processes.