

mc MIKE CLARK

LEARNING & ENABLEMENT LEADER

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Learning and enablement leader with 14 years across biotech, fintech, and CPG brands. Operates as an in-house agency for learning, media production, and AI enablement, and as the technical partner who integrates people systems – owning strategy, design, production, and adoption end to end. Builds scalable experiences that change behavior, improve performance, and move quickly from idea to launch.

01 EXPERIENCE

⚡ **APOGEE THERAPEUTICS** *Acquired by AbbVie, Sep 2026* Apr 2025 – Present

Senior Manager, People, Learning & Culture

- Built and owned learning and culture programs for a 300-person clinical-stage biotech.
- Launched the company's first learning management system, driving an average of three hours of opt-in learning per employee within the first six months. Built a custom API, handed off to IT to deploy, that credits in-person attendees for the e-learning version, giving everyone a seamless experience.
- Designed a structured manager-development experience combining new-manager onboarding, practical field guides, leadership resources, and ongoing skill development.
- Produced leadership videos, interactive learning, internal platforms, and employee campaigns end to end, giving the organization dedicated in-house creative production capacity.
- Owned practical AI enablement across G&A functions, building employee capability, piloting high-value applications, and establishing expectations for safe and responsible use while helping shape enterprise AI strategy, governance, and adoption priorities as a member of the company's AI Advisory Board of Champions.

⇒ FORWARD FINANCING

May 2024 – Apr 2025

Senior Manager, Learning & Development

- Founded the Learning and Talent Enablement function and deployed the company's first internal curriculum and learning management system, cutting new-hire ramp time by 30%. Integrated the LMS with Lattice and Rippling, systems that don't typically connect, keeping records consistent across all three.
- Designed and launched a company-wide AI Safety Workshop, driving responsible AI adoption alongside stronger information-security awareness.
- Built the company's first sales onboarding curriculum, adapting the Challenger Sale methodology for Independent Sales Office (ISO) revenue-based financing.
- Established a learning measurement approach aligned with ISO/TS 30437:2023, tying program evaluation directly to performance and behavior change.

mc AI CREATIVE & LEARNING CONSULTANT

Sep 2023 – May 2024

- Founded an AI-native consultancy helping small teams and solo operators adopt AI to build new products and expand their service offerings.
- Delivered bespoke AI-built assessment reports for frameworks like Insights Discovery and DISC – deliverables the vendors don't offer – giving clients a differentiated product and a broader value proposition.
- Built generative pipelines for image, video, and audio with custom LoRA training for brand- and character-consistent output, replacing traditional production for consumer and entertainment clients.

7 2SEVENTY BIO *Spun out from bluebird bio*

Nov 2021 – Sep 2023

Manager, Learning & Inclusion

Position eliminated in a companywide reduction in force

- Created and delivered the Manager Foundations curriculum for 150 managers, from first-time leaders through the executive team, using eLearning, live workshops, and train-the-trainer sessions.
- Consolidated three talent-management platforms inherited from a company five times our size into Lattice for performance management and engagement, onboarding, and offboarding surveys, keeping ADP and data sources consistent while cutting costs and streamlining operations.
- Built an employee-experience roadmap spanning onboarding, functional training, and performance enablement, reducing new-hire onboarding time by 33%.

↘ BLUEBIRD BIO

May 2019 – Nov 2021

Manager, Learning Experience Design

May 2021 – Nov 2021

- Led learning consultants and external partners in delivering scalable programs across the organization, with responsibility for stakeholder strategy, project timelines, budgets, and vendor performance.

Senior L&D Specialist, Instructional Development

May 2019 – May 2021

- Designed cross-functional experiences spanning custom eLearning, workshops, and video, building reusable media capabilities that expanded the team's reach across functions and locations.

✂ THE KELLOGG COMPANY

Nov 2013 – Feb 2019

Associate Manager, Instructional Development · Instructional Developer

- Led eLearning, creative, and media production for commercial teams as a core member of the group recognized with a Brandon Hall Bronze Medal for Best Learning Team.
- Produced instructor-led, digital, and multimedia learning across selling, negotiation, situational leadership, storytelling, and manager development.

02 CAPABILITIES

Learning & People Enablement

Learning Strategy / Instructional Design / Curriculum Design / Manager Enablement / Onboarding / Facilitation / LMS Implementation / Change Management

People Systems & Integration

LMS Administration / Custom API Workflows / Systems Consolidation / HRIS Data Integrity / Lattice / Rippling / ADP / xAPI

AI Enablement & GenAI Production

AI Adoption and Upskilling / Responsible AI and Governance / Generative Image, Video, and Audio / Custom LoRA Training / Agentic Workflows / Custom GPT and Skill System Design

Media & Creative Direction

Video Production / Motion Graphics / Art Direction / Brand & Campaign Content / Presentation Design / Storytelling / Employer Brand / Internal Communications

03 CERTIFICATIONS & EDUCATION

Certifications – Apple Certified Pro, Final Cut Pro X · Insights Discovery Practitioner

The Robert B. Miller College – Bachelor's Degree, cum laude

Kellogg Community College – Associate's Degree