

Elizabeth Castaneda, M.Ed.

Learning & Development Director • Strategic Talent Leader

50+
Trainer Network
Led & Scaled

4,000+
Leaders Developed
Globally

10+
Countries
Across 3 Continents

Strategic L&D | Driving Business Results Through People

Learning & Development leader with 15+ years driving measurable business outcomes across Fortune 500 companies. Expert in scaling enterprise learning initiatives globally through innovative delivery models and strategic vendor partnerships. Proven ability to align diverse stakeholders, lead through influence, and optimize resources for maximum impact. Known for combining rigorous business thinking with human-centered design – translating executive vision into sustainable learning ecosystems that transform organizational capability.

Strategic Leadership Capabilities

Strategic Learning Design & Execution Architect enterprise learning strategies aligned to business priorities. Design scalable delivery models that balance quality, cost, and reach. Build sustainable programs with built-in continuous improvement and measurement frameworks ensuring long-term organizational impact.	Stakeholder Influence & Alignment Navigate complex matrix organizations building consensus across competing priorities. Partners with executive sponsors while managing operational demands. Translate strategic vision into tactical execution through clear communication and relationship-building at all levels.
Talent Development & Organizational Change Drive culture transformation through intentional learning interventions. Build leadership pipelines and advance diverse talent through targeted development programs. Create inclusive learning environments that accelerate capability building and strengthen organizational culture.	Vendor & Resource Management Curate strategic vendor ecosystems maximizing value and controlling costs. Negotiate contracts, evaluate solutions, and manage partnerships delivering business outcomes. Optimize budgets through creative resourcing models and efficiency strategies.

Executive Leadership Experience

Amazon Sr. Program Manager, Amazon Stores Learning & Development 2020 - 2025	Lead enterprise negotiations training strategy across 10-countries. Built Train-the-Trainer network of 50+ SMEs. Manage strategic vendor partnerships and annual program budget. Achieved 92% effectiveness scores and 93% compliance rate serving 4,000 leaders globally.
Loews Hotels & Co At Universal Orlando Resort Manager, Learning & Development 2019 – 20202	Led L&D; function for luxury hospitality brand. Managed team, vendor relationships, and leadership development programs. Drove +6% Guest satisfaction and +20% employee engagement during 1,000 room resort opening and organizational transformation.
Disney Group Sales Development & Integration Training Manager 2008 - 2019	11-year progressive career in learning and organizational development. Generated \$2M in measurable sales revenue. Created award-winning mentorship program with 30% promotion rate. Elected VP of HOLA (Hispanic Organization for Leadership & Advancement), 2013-2017, leading enterprise-wide diversity resource group.

Leadership Philosophy

"Learning strategy is business strategy. As Director of Learning & Development, I partner with executive leadership to build competitive advantage through people. My approach combines rigorous business acumen with innovative learning design—what I call 'Where Strategy Meets Sparkle.' I believe the most effective L&D; leaders translate board-level vision into measurable talent outcomes while maintaining the agility to pivot in dynamic markets. Success requires equal parts strategic thinking, stakeholder influence, and genuine care for the people we develop."

Strategic Learning Initiatives & Business Impact

Global Learning Ecosystem: Train-the-Trainer at Scale

Amazon | 2020-2024

Architected and scaled enterprise negotiations training strategy reaching 4,000+ vendor managers across 10 countries through innovative Train-the-Trainer model. Built network of 50+ cross-functional SME trainers, leading through influence rather than authority to ensure quality and consistency. Managed strategic vendor ecosystem (ScotWorks, Wilson Learning, SBI) and \$150K annual budget, demonstrating exceptional ROI. Launched Global Summit convening 40 thought leaders, creating platform for continuous improvement and regional knowledge sharing.

BUSINESS IMPACT: 93% compliance • 92% effectiveness • 50+ trainers scaled • Cross-regional consistency

Leadership Competencies: Matrix Leadership | Influence without Authority | Vendor Management | Resource Optimization

Diversity Leadership & Organizational Culture Transformation

Disney & Loews | DEI; Executive leadership & Organizational Development

Led multi-faceted culture transformation initiatives driving measurable business outcomes. As **elected VP of HOLA (Hispanic Organization for Leadership & Advancement) from 2013-2017**, provided executive leadership for Disney's enterprise-wide diversity business resource group, partnering with C-suite on D&I; strategy and talent development. Pioneered organization's first Hispanic mentorship program (Mano a Mano) with 30% mentee promotion rate. At Loews, partnered with CHRO on leadership pipeline development and culture initiatives, achieving +6% guest satisfaction and +20% employee engagement during major organizational change.

BUSINESS IMPACT: 4years HOLA VP Leadership • 30% mentee promotion rate • +6% Guest satisfaction • +20% employee engagement • Enterprise DEI & Influence

Leadership Competencies: DEI; Strategy | Executive Influence | Cultural Building | Volunteer Leadership | Community Engagement

Sales Enablement Strategy & Revenue Generation

Disney | Technology & Performance Improvement

Pioneered sales technology adoption driving measurable revenue impact. Led change management for LinkedIn Sales Navigator implementation across B2B sales organization. Built business case demonstrating ROI to executive leadership. Created sustainable learning model through peer coaching and monthly reinforcement, ensuring long-term behavior change and tool adoption.

BUSINESS IMPACT: \$2M opportunities in 6 months • 3 hrs/person/week saved • 4.76/5 course rating

Leadership Competencies: Business Acumen | Technology Strategy | Performance Consulting | ROI Measurement

Executive Education & Credentials

Academic Credentials:

- M.Ed. – Northern Arizona University
- B.I.S. – Arizona State University

Executive Certifications:

- Korn Ferry A360 Certified Debriefer (Leadership Assessment)
- NeuroColor Consultant & Facilitator (Behavioral Science)
- TED Corporate Advisory (Inaugural Member)
- #IAMRemarkable Facilitator (Google Initiative)

Industry Leadership & Recognition

Professional Leadership

- VP, HOLA (Hispanic Organization for Leadership & Advancement)
Disney Parks & Resorts | 2013-2017 (4 years)
- ATD Central Florida Chapter Director (5+ years)
- CHART – Council of Hotel & Restaurant Trainers (11+ years)

Community Impact:

- Disney Dreamers Academy – Media Representative
- St. Jude Children's Hospital – Target House Ambassador
- Masie Learning Consortium – Alumni Member

Let's Discuss Your Talent Strategy!

I welcome conversations about how strategic learning initiatives can drive your organizational goals. Whether you're scaling globally, building leadership pipelines, or transforming culture—I bring proven expertise translating vision into results. Available for Director and VP-level L&D; opportunities.