

## Contact

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## Top Skills

Leadership Development  
Organizational Development  
Talent Management

## Certifications

Total Quality Management TQM  
Six Sigma Yellow Belt  
Seven Habits of Highly Effective People Facilitator  
Hybrid and Online Blackboard Instructional Design Certified  
Myers-Briggs Type Indicator

## Publications

DeliveryCircle President, Vijaya Rao Explains How Everyone Can Win With Collaborative Delivery  
Linda Farquhar Uses Advanced Technology To Create Custom Clothing For Professional Women  
Get The Picture?

# Hudson Whitenight

Adjunct Professor at Wilmington University and Cecil College  
Newark, Delaware

## Summary

My name is Hudson Whitenight and I am a creator:

- ▶ of highly effective, high performing teams;
- ▶ of organizations with cultures and business processes that enable sustainable excellence in execution and customer satisfaction;
- ▶ of leaders who empower, engage and inspire their people;
- ▶ of development programs or change projects that require customization and creativity to ensure impact;

As they say, “The proof is in the pudding”, and results are the paint that illuminates the canvas of my experience:

- Built a culture, business processes and leadership practices that grew a \$700 million business into a \$2.2 billion business in just four years.
- Improved strategic business processes reducing operating costs by over \$400 million.
- Improved support systems at Goldey-Beacom College increasing the retention of the at-risk first-generation college students by 15%.
- Developed talent management processes, development programs, and succession planning that retained 95% of key high potential talent during a period of enormous organizational change.
- Led the organizational re-design that enabled the successful growth of an aerospace

manufacturing company to expand from a 300 person production and engineering organization to an organization of 600 associates in less than one year.

If you are seeking someone who is collaborative, process-oriented, seeks first to understand – then to be understood, is a whole systems thinker, and is passionate about making you, your organization, and your people the best they can possibly be, then reach out to me.

✉ 302-540-4676 or ✉ whitenight.hudson@gmail.com

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## Experience

Cecil College  
Adjunct Faculty  
August 2015 - Present (5 years)  
North East, Maryland

Wilmington University  
Adjunct Faculty - College of Arts and Sciences  
January 2015 - Present (5 years 7 months)  
Wilmington, DE

Teach ENG 121 - English Composition I, English 122 - English Composition II face-to-face and online, ENG 310 - Research Writing, and ENG 131 Presentation Skills

Junior Achievement Staff Alumni Network  
Virtual Executive Administrative Assistant  
September 2016 - Present (3 years 11 months)  
USA

I provide administrative assistance remotely for the JA Pioneers organization. The Pioneers are a volunteer membership organization of retired and former leaders and associates from Junior Achievement USA. These individuals, now over 200 members, work to support JA in its mission to bring education to all students, K-12, regarding economics, financial management, and free enterprise. I maintain membership databases, design and maintain their website, manage electronic communications, and plan and facilitate all Executive Committee meetings and conferences.

**Right Management**

Senior Career Management Consultant

February 2016 - January 2019 (3 years)

Wilmington, Delaware

- Provide post-employment support, meeting 1:1 with professionals in career transition to provide direction on their job search. Also, facilitate workshops virtually and in person.
- Support the transition process, helping individuals focus on job search essentials, resume development, networking via social media, interviewing, negotiating, etc.
- Interact with the career management consulting team and cross-functional teams within the local and regional markets.

**Brandywine Executive Center**

**General Manager**

August 2017 - June 2018 (11 months)

1521 Concord Pike, Suite 301 Wilmington, Delaware

Brandywine Executive Center provides physical office space for more than 30 small businesses at its two locations in Wilmington, Delaware. One at 300 Delaware Ave and the other at 1521 Concord Pike. Additionally, we provide a professional identity for over 100 virtual clients who use the address and business services to promote their business. As General Manager, together with an outstanding staff of two highly competent administrators, I managed all the marketing and sales for the operation, as well as the day-to-day property management duties.

**Delaware Industry for the Blind (DIB)**

**Consultant**

July 2015 - June 2017 (2 years)

Wilmington, Delaware

Developing a business plan to transform DIB into a sustainable and growing non-profit manufacturing operation, that will provide employment opportunities, and the pride that comes from being self-sufficient, to Delaware's community of the visually impaired and blind.

**Brandywine Marketing and Media**

**Head, Client Delivery and Customer Service**

March 2013 - December 2015 (2 years 10 months)

2035 Sunset Lake Rd. Newark, DE 19714

As the Head of Client Delivery and Customer Service, I provided business assessment and consulting to small business owners to create sustainable growth. As an Organizational Development and Change Management expert, I used organizational assessment tools and process improvement methodologies to evaluate the current operations and develop strategies for improvement. I created workshops, webinars, video products, and other online resources, and the marketing and promotion required to bring these tools into the hands of entrepreneurs who benefited by their use.

whitenightproductions

Chief Learning Officer

December 2007 - March 2014 (6 years 4 months)

Newark, Delaware

As the Founder and Chief Learning Officee, it is my mission to enable leaders to create an environment where the best people feel professionally and personally fulfilled, fully engaged, and totally committed – Helping leaders and teams reconnect to find joy and fulfillment in work.

whitenightproductions is based on the principle that team and leader effectiveness can be sustained best by connecting to the visual images of prior positive transformational events through the use of photography and/or videography.

Jefferson Awards For Public Service

Project Manager

June 2013 - 2014 (1 year)

Wilmington, Delaware

I was the lead Project Manager for several projects: (1) Developing the organization's HR and business process Policies, (2) creating a Resource Guide to be used by students and school administrators who participate in the Students in Action program, (3) developing the online resources needed for the Students in Action program to operate totally online, and (4) evaluating potential metrics for measuring the impact of Jefferson Awards initiatives and programs.

VLS IT Consulting

Consultant

February 2013 - June 2013 (5 months)

Newark, Delaware

I consulted with VLS as a Project Manager to develop a business strategy and define the operational processes and organizational structure needed to grow the business. I also developed the marketing strategy to grow the training function which had declined in enrollment the past 2 years. This included an overall assessment of the organization, its culture, structure, and business processes.

### Goldey-Beacom College

4 years 8 months

#### Assistant Director of Admissions

January 2010 - September 2012 (2 years 9 months)

As the Assistant Director of Admissions, I Initiated a strategic marketing planning process, the use of market research data in developing marketing strategies, and the use social media and other technology based marketing strategies to enroll the largest in-coming freshmen class (2010 and 2011) since 2006.

### Career Services Specialist

February 2008 - January 2010 (2 years)

Wilmington, Delaware

I provided career counseling and job search coaching for GBC students and alumni. Conducted workshops on effective resume writing, interviewing and job search techniques. Initiated the use of social media (LinkedIn, Facebook, Twitter) to facilitate an ongoing interaction in support of students and alumni. Completed a Social Media Internship with Careerealism, Inc..

### GlaxoSmithKline

Manager, HR and OD | Director, HR and Organizational Development  
September 1994 - February 2008 (13 years 6 months)

Led the OD effort to establish a new vision and culture in the Oncology and Acute Care division during the SKB and Glaxo Welcome merger (GSK).

Providing expert change management, leadership development, team development talent management and process improvement enabled this division to grow from a 140 employee \$700 million business to a 500+ person \$2.2 billion business.

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## Education

### Seton Hall University

Master of Arts in Teaching, Secondary Education, English

University of Kansas  
BA, Psychology and English