

Samuel Nair

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SUMMARY

Senior **leadership development** and sales enablement professional with 13 years supporting **medical device** and **regulated healthcare** organizations. Builds role based leadership journeys for sales managers, directors, regional leaders, and senior commercial audiences through adult learning, instructional design, blended delivery, coaching, facilitation, and behavior change. Connects commercial priorities with practical development covering performance leadership, strategic planning, business acumen, communication, talent development, and change leadership. Leads governance, **Training Needs Analysis**, stakeholder partnership, vendor coordination, budgets, learning systems, dashboards, and continuous improvement across complex initiatives. Experience includes succession planning, onboarding, mentoring, field application, learner feedback, and executive workshops. Creates scalable programs that improve leader capability, strengthen commercial execution, and support consistent development across distributed field organizations.

EXPERIENCE

Director, Commercial Leadership Development

January 2023 - Present

Vantage Vascular Technologies

Raleigh, NC

- Leads a national leadership development portfolio for **field sales** directors and regional commercial leaders in a regulated cardiovascular medical device business. Owns learning journeys, governance, executive facilitation, measurement, resources, and delivery across concurrent initiatives.
- Established role based learning journeys covering coaching, **talent development**, **performance leadership**, planning, communication, and change leadership.
 - Built annual governance roadmaps from field observations, performance trends, stakeholder interviews, feedback, and **Training Needs Analysis**.
 - Facilitated executive workshops and cohorts using practice, peer feedback, cases, and application commitments for senior audiences.
 - Managed facilitators, **assessments**, learning resources, budgets, timelines, communications, and quality standards across concurrent initiatives.
 - Developed dashboards connecting enrollment, completion, **learner experience**, field application, behavior indicators, and business context for sponsors.

Senior Manager, Sales Training and Leadership Development

April 2020 - December 2022

Meridian MedTech Solutions

Durham, NC

- Directed blended leadership and **sales training** programs for managers and emerging leaders across geographically dispersed commercial teams. Partnered with Sales, Human Resources, Marketing, Commercial Excellence, vendors, and facilitators to support competencies, succession development, onboarding, and measurable application.
- Directed blended programs using virtual sessions, workshops, self paced modules, peer learning, and field application for sales managers.
 - Defined competencies, transition milestones, coaching expectations, and succession priorities with Sales, **Human Resources**, and **Commercial Excellence**.
 - Created **onboarding** support with milestones, mentoring, manager tools, and practical assignments for newly promoted field leaders.
 - Designed **coaching** playbooks, assessments, facilitator materials, learning content, and reinforcement resources for dispersed commercial teams.
 - Administered learning platform enrollment, completion records, **virtual content**, and vendor delivery across multiple leadership cohorts.
 - Refined curricula through learner feedback, application evidence, and stakeholder observations, strengthening alignment with commercial priorities.

Manager, Learning and Development

June 2017 - March 2020

ClearPath Surgical Systems

Greensboro, NC

- Managed leadership learning for field sales and customer facing teams in a regulated surgical device environment. Applied **adult learning** and **instructional design** to create practical delivery, strengthen technical credibility, and support compliant field execution.
- Created instructor led, virtual, and self paced experiences with measurable objectives for field sales and customer teams.
 - Facilitated workshops on coaching, **communication**, performance leadership, and change adoption for varied experience levels.
 - Developed materials with subject matter experts, balancing **technical credibility**, customer context, **sales support**, and compliant execution.
 - Introduced manager guides, peer learning, and application assignments that supported transfer from training into field behavior.
 - Coordinated project plans, stakeholder reviews, facilitators, learning records, and schedules across **leadership development** initiatives.

Senior Sales Training Specialist

August 2013 - May 2017

Northstar Health Commercial Services

Charlotte, NC

- Delivered **sales training** and enablement programs for healthcare commercial teams, building practical expertise in field dynamics, customer insight, learning materials, and commercial learning operations.
- Converted **sales** process and customer insight inputs into practical workshops, job aids, and learning materials for regional teams.
 - Conducted learner and manager interviews to identify capability gaps and organize findings into training recommendations.
 - Facilitated classroom and virtual sessions for representatives and first line managers, adapting delivery for audience needs.

- Maintained training **records**, participant **communications**, materials, and completion data while coordinating schedules with field leaders.
- Improved content maintenance and session preparation processes, creating consistent materials and repeatable delivery across regional programs.

PROJECTS

National Field Leader Learning Journey 📅 2023

Created a scalable learning journey for field sales directors and regional commercial leaders, connecting coaching, performance leadership, planning, and application commitments.

Emerging Leader Transition Program 📅 2022

Built onboarding and transition support for newly promoted field leaders through milestones, mentoring, manager tools, practical assignments, and reinforcement.

LEADERSHIP & AWARDS

- Leadership Development Community Contributor, Association for Talent Development, 2022
- Certified Professional in Talent Development, recognized for capability in learning and development, 2021

EDUCATION

Bachelor's Degree in Business Administration

North Carolina State University GPA: 4.0

2013

Raleigh, NC

Coursework: Organizational behavior, strategic management, marketing, business analytics

CERTIFICATIONS

- Certified Professional in Talent Development 📅 2021
- Leadership Development Community Contributor 📅 2022

TECHNICAL SKILLS

- **Learning Design:** Adult Learning, Instructional Design, Behavior Change
- **Leadership Programs:** Leadership Development, Sales Training, Sales Enablement
- **Learning Delivery:** Instructor Led Learning, Virtual Learning, Self Paced Learning
- **Learning Systems:** Learning Management Systems, Enrollment Tracking, Training Records
- **Measurement:** Training Needs Analysis, Analytics Insights, Actionable Insights
- **Commercial Skills:** Strategic Sales Planning, Sales Support, Sales Enablement Tools
- **Talent Processes:** Succession Planning, Mentorship, Onboarding
- **Governance:** Program Governance, Training Policies, Curriculum Standards
- **Operations:** Vendor Management, Budget Management, Timeline Management
- **Stakeholder Practice:** Facilitation, Coaching, Consulting

SKILLS

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|--------------------------|------------------------|---------------------------|------------------------|
| • Leadership Development | • Instructional Design | • Training Needs Analysis | • Field Sales |
| • Sales Enablement | • Facilitation | • Succession Planning | • Medical Devices |
| • Sales Training | • Coaching | • Mentorship | • Regulated Healthcare |
| • Adult Learning | • Behavior Change | • Commercial Excellence | |

PROFESSIONAL AFFILIATIONS

- Association for Talent Development, Leadership Development Community Contributor, 2022 - Present
- Medical device commercial learning community participant, focused on field leadership capability and regulated healthcare development

LANGUAGES

- English (Native)
- Malayalam (Proficient)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST