

Sherry Hayes

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Learning & Development Consultant for Health Services

Committed to aligning instruction with mission, vision, and goals. Expert in designing training programs that equip talent with essential tools, skills, and knowledge. Passionate about elevating performance, supporting change, and shaping the employee experience across diverse audiences.

Key Strengths:

- Public Health Professional
- Adult Education & Instructional Design
- Project Management & Operational Excellence
- Continuous Process Improvement & Cross-Functional Team Leadership
- Learning Management & Assessment Strategy
- Organizational Performance & Development
- Change Management Professional

EXPERIENCE

UC SAN DIEGO, RADY SCHOOL OF MANAGEMENT | 2018–Present

Instructor, Project Management – Health Services

- Overhauled undergraduate course to align with PMI standards, integrating real-world case studies, guest presentations, and an ADDIE-focused project.
- Championed a flipped learning methodology, achieving 98% student recommendations during the pandemic.
- Member of winning team at "Process Palooza," applying Lean Six Sigma for process reimagination.

ACADEMY FOR PROFESSIONAL EXCELLENCE | Feb 2024 – May 2025

County Consultant, Child Welfare Development Services Program

- Leads workforce development efforts, collaborating with counties to conduct needs assessments, plan services, and ensure delivery aligns with state and county initiatives. Developed and delivered eight ½ day leadership summit session to over 380 leadership personnel in the San Diego County Child and Family Well-Being Department.

VENCORE | San Diego, CA & Remote/Virtual | 2017–2019

Project Controller/Administrator – Project Management Division 6.0 | 2018–2019

Sr. Program Analyst – Configuration Management & Integrated Product Team Lead Training Support | 2017–2018

- Managed roadmap for talent development, consulting on Naval Warfare Systems Command's \$18M project.
- Championed SOPs and strategy, digitizing training program tracking, surveys, and evaluations.

US NAVY | Various Locations | 2005–2015

Assistant Department Head, Environmental Preventive Medicine Unit, San Diego, CA | 2012–2015

- Developed and delivered a myriad of training programs, elevating department reputation and increasing training requests.
- Directed global train-the-trainer program, standardizing food inspection codes.

Division Officer, Environmental Health & Epidemiology, San Diego, CA | 2008–2012

- Introduced monthly training, achieving 100% compliance through innovative strategies and systems.

Head, Preventive Medicine, US Naval Hospital, Naples, Italy | 2005–2008

- Led an award-winning flu campaign, achieving notable results in vaccination rates and process improvement.

EDUCATION

- Micro MBA, Business Management, UC San Diego | Sep 2023
- Master of Public Administration (MPA) | 2016 & Master of Public Health (MPH) | 2005, San Diego State University
- Bachelor of Science, Education & Psychology, Excelsior College | 2001

CERTIFICATIONS

- Project Management Certificate, UC San Diego
- Lean Six Sigma Green Belt & Online Teaching Essentials, UC San Diego Extended Studies
- PMP, Project Management Institute (PMI)
- Gallup-Certified Strengths Coach, Gallup, Inc.
- Certified in Public Health (CPH), National Board of Public Health Examiners (NBPHE)
- Change Management Certification- Practitioner, Prosci

PROFESSIONAL AFFILIATIONS

- Association for Talent Development (ATD)

- Project Management Institute (PMI)
- American Public Health Association (APHA)

SOFTWARE PROFICIENCIES

- Productivity: Google Suite, Basecamp, MS Office
- Remote Collaboration: Slack, MS Teams, Confluence, Jira, Qualtrics
- Project Management: MS Project, JIRA
- Learning Management Systems (LMS): Canvas, Blackboard

PUBLICATIONS

"Influenza Outbreak in a Vaccinated Population — USS Ardent, February 2014", CDC/MMWR, published Oct 24, 2014. [Read here.](#)