**Michael Arnold**

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**Dynamic Training and Development Leader / Operations Expert**

**Bi-Lingual English/Spanish | Green Belt Lean/Six Sigma**

**Professional Summary:**

Results-driven Operations Specialist with a rich background spanning 17 years, blending Technical Engineering proficiency with Training & Development acumen. Demonstrated success in driving organizational excellence through innovative strategies, fostering cross-functional collaboration, and optimizing workforce competency. Adept at designing and implementing robust training programs, evaluating effectiveness, and ensuring alignment with organizational objectives. Proven track record of delivering measurable results and fostering a culture of continuous improvement.

**Key Skills:**

Training Strategy Development Competency Assessment & Gap Analysis

Curriculum Design & Implementation Performance Evaluation & Metrics Analysis

Cross-Functional Collaboration & Stakeholder Management Resource Allocation & Management

Best Practice Sharing & Knowledge Transfer Learning Solution Design & Delivery

Standard Operating Procedure Optimization Training Program Evaluation

Continuous Improvement Project Planning and Risk Mitigation

Critical Thinking E-Learning

**Work Experience**

**Square Robot** NOV 2023 - MAR 2024

**Training and Development Manager – Houston, Tx**

* Spearheaded the development of comprehensive curricula catering to Field Techs, Supervisors, and Engineers, aligning with organizational talent strategy objectives.
* Established Career Progression pathways and implemented a rigorous 6-week training program for new Engineers.
* Orchestrated Employee Positioning and Development initiatives, fostering a pipeline of future leaders and managers.
* Designed and delivered E-Learning modules in SCORM 1.2 and AICC formats, ensuring scalable and accessible training solutions.

**SM Energy** JAN 2022 – NOV 2023

**Production: Training and Development Specialist – Midland, Tx**

* Crafted tailored curricula for Lease Operations, encompassing essential areas like New Hire training, Route Ready Training, and Troubleshooting, driving operational efficiency improvements.
* Facilitated and processed technical courses for employees, ensuring alignment with organizational goals and industry standards and regulatory compliance.
* Leveraged Learning Management Systems (LMS) for custom training delivery, enabling effective tracking of learning outcomes and progress.
* Provided monthly updates on safety, maintenance, and technology, fostering a culture of continuous improvement.
* Collaborated with contractors and suppliers to deliver comprehensive training on current, new and/or updated equipment and technology.

**NexTier Oilfield Services** JUN 2016 – MAR 2020

**Regional Engineer – Permian Basin | Engineering: Training, Development and Staffing Manager** **– Greater Houston**

* Conceptualized and managed training initiatives for 120+ Fracturing Engineers, overseeing curriculum development, training operations, and competency assessments.
* Collaborated with HR to refine job descriptions, standardize pay grades, and optimize project requirements, enhancing talent acquisition and retention efforts.
* Utilized Kahuna platform for managing career pathways and curricula content, ensuring consistency and alignment with organizational objectives.
* Directed fracturing job designs and Engineering programs in the Permian Basin, achieving a +7% improvement in performance metrics.
* Authored an Excel-based Job Duration Estimator, saving $2M+ monthly in job estimates.
* Tested and implemented new technologies in collaboration with industry partners, driving operational efficiencies and cost savings.

**Chevron USA** JUN 2011 – APR 2016

**Senior Production Engineer – Midland, Tx**

* Conducted training sessions on Fracturing Basics, contributing to the professional development of field service techs and engineering professionals.
* Analyzed production data and troubleshooted well performance issues, reducing failure frequency and optimizing oil recovery processes.
* Led the implementation of a Decision Analysis program for field development, resulting in significant annual cost savings.

**Schlumberger** MAY 2006 – JUN 2011

**Technical Sales Engineer** - Midland, TX | **Resource Coordinator** - Midland, TX | **General Field Engineer/Cell Leader** - Conway, AR

* Directed key accounts, resolving client issues and fostering strong relationships, driving revenue growth.
* Managed logistics operations, optimizing equipment mobilization and asset maintenance, resulting in significant cost savings.
* Led and supervised field crews, ensuring efficient operations and adherence to safety protocols.
* Directed fracturing job designs and Engineering programs in the Permian Basin, achieving a +7% improvement in performance metrics.
* Tested and implemented new technologies in collaboration with industry partners, driving operational efficiencies and cost savings.

**Education**

**Masters Engineering (M.E.M) – Engineering Management** | Lawrence Technological University - Southfield, MI

**Bachelor of Science (B.S.) - Mechanical Engineering** | University of Utah - Salt Lake City, UT

**Certifications & Publications**

Green Belt - Lean Sigma (Lean, Six Sigma, TQM, Theory of Constraints) - Chevron USA

SPE Paper 119569 - “Are You Buying Too Much Friction Reducer Because of Your Biocide?”

(Implementation of recommendations contained in publication led to $5M in annual cost reductions for client)

**Software**

Microsoft 365 Suite ISpring (LMS) Insight (LMS) SAP Success Factors (LMS)

ChatGPT Sharepoint Rodstar SROD

Wellview I-District PowerTools Harmony

Lotus Notes OFM Spotfire Zoom/Teams/Meet