



TOBY NEWMAN

Leading Learning & Development
Consultant

theneverendinglearner@gmail.com

+31634877480

[Linkedin: theneverendinglearner](#)

[YouTube: @theneverendinglearner](#)

Permanent Residence:
NL

Passport: UK

Strategic L&D expert with deep experience building learning cultures and delivering successful development programmes, from senior leadership to onboarding.

Leverages learning tech to scale impact, personalize experiences, and future-proof skills.

Areas of Expertise

 Learning Strategy & Consultancy Designing learning that aligns with business goals.	 AI & Learning Tech Integration Using AI to boost learning design and support.
 Leadership Development & Coaching Growing confident, self-aware leaders.	 Engagement, Culture & Behavioural Change Building learning that shifts mindsets and habits.
 Blended & Digital Learning Design Creating learning across digital and in-person formats.	 Psychometrics (Insights, TMSDI & DiSC) Applying tools to unlock team and personal insight.

Career Experience

Senior L&D Consultant

C. H. Robinson

2021 – Present

Led EU-wide learning initiatives focused on retention, engagement, and personal growth. Delivered hybrid programmes across onboarding, leadership, team effectiveness, and self-development.

- Ran the leadership development programme and introduced Insights Discovery to build self-awareness and stronger teams.
- Rolled out a company-wide personal development framework to boost career ownership.
- Transformed onboarding into a scalable hybrid experience – improving retention by 25% and engagement by 50%.
- Launched a wellbeing strategy including an EAP and psychological safety focus.

Led the design and rollout of a global learning ecosystem to embed continuous development and drive engagement. This included launching two high-impact digital platforms (achieving 400% MoM user growth and 40%+ engagement), and introducing TED-style talks and internal podcasts to spark curiosity, wellbeing, and self-awareness.

Learning Product Manager

Foundever (Sitel)

2008 – 2014

Developed learning tech and support tools to boost performance and scale knowledge globally, including a digital knowledge centre that reduced support calls and accelerated response times. Delivered training across new EU and US branches, contributing to an NPS increase from -8 to +30 in just six months.

Education & Qualifications

University: BA Sociology (Hons)

Learning Qualifications: CIPD in Training in Practice & Training Manager

Certifications:	TMSDI	Insights	5B's	DiSC
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Awards

LPI:	Internal Learning Solution of the Year	Finalist 2021
Brandon Hall:	Best Unique or Innovative L&D Programme	Silver 2021
	Best Advance in Learning Technology Implementation	Gold 2021
	Best Use of Video for Learning	Silver 2021
	Best Advance in Creating a Learning Strategy	Gold 2019
	Best Learning Team	Silver 2019

External / Community work

- TEDx Speaker (2018): [A Crucial Lesson from Jurassic Park](#)
- Podcast guest on multiple L&D Podcasts including the [The L&D Podcast with David James](#)
- Volunteer for TEDx Eindhoven, supporting education projects
- Core member of L&D Shakers & co-founder of [Non-ference](#)