

# Matt Kingham

## Contact

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 Carrabelle, FL

## Education

**PhD in Leadership and Human Resource Development**  
Louisiana State University  
Baton Rouge, LA • 2023

**MS in Human Resource Education and Workforce Development**  
Louisiana State University  
Baton Rouge, LA • 2018

**Master of Business Administration (MBA)**  
LSU Shreveport  
Shreveport, LA • 2015

**BS in Nuclear Engineering Technology**  
Thomas Edison State College  
Trenton, NJ • 2005

## Licenses/Certifications

**Senior Professional in Human Resources (SPHR®)**  
HRCI

**Nuclear Instructor**  
Institute of Nuclear Power Operators (INPO)

**Senior Reactor Operator (SRO)**  
Nuclear Regulatory Commission  
– Waterford 3

## Summary

Throughout my career, I have been leading and training teams in complex and highly demanding environments. With a PhD in Leadership and Human Resource Development coupled with over twenty years of industry experience, I blend research-based insights with real-world technical expertise to create tailored, impactful strategies for organizations. My passion is working with people to help them learn, develop, and achieve their maximum potential.

## Experience

*2024-Present:* LandD Consulting, LLC

### Principal Learning Consultant

- Design and implement innovative learning solutions, align training programs with business goals, engage stakeholders, and assess effectiveness to drive continuous improvement. Provide coaching, integrate learning technologies, and stay updated on industry best practices to enhance organizational development.

*2020-Present:* Thomas Thor Associates, LLC

### Nuclear Maintenance and Technical Instructor – Contract

- Design, develop, and deliver comprehensive training solutions for TerraPower's new Natrium advanced nuclear reactor.

### Initial Testing Program Manager - Contract

- Led team of test engineers in the commissioning and testing of reactor plant systems and components during construction of the Vogtle 3 & 4 nuclear power plant. Success of testing program was evidenced by an unprecedented 95% capacity factor for the units following entry into commercial operation.

*2019-2020:* GP Strategies

### Principal Learning Specialist

- Led project team to design, develop, and deliver a comprehensive first-line leader development program for new Operations Department supervisors at General Dynamics Electric Boat. During this \$1.5M, year-long project:
  - Performed client consultation, scoping, and needs analysis to design a 4-week training program consisting of instructor-led training, on-the-job training, team-based learning, and eLearning experiences.
  - Coordinated the efforts of 40 instructional designers, media and content developers, and graphic designers.

*2012-2018:* Entergy Nuclear

### Manager, I&C Maintenance

- Managed a department of 37 maintenance supervisors, technicians, coordinators, and other administrative personnel responsible for preventative and corrective maintenance on the instrumentation and process controls systems of the Waterford 3 nuclear plant and supporting systems.

### Control Room Supervisor / Senior Reactor Operator

- Provided direct supervision of control room activities and led team of 12 licensed and non-licensed operators in the routine, off-normal, and emergency operations of the nuclear power plant.

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## Skills

Leadership Development  
Instructional Design  
Performance Evaluation  
Needs Analysis  
Adult Learning Theory  
eLearning Strategy  
Project Management  
Research  
Statistical Analysis  
Cause Analysis  
Commissioning  
Industrial/Nuclear Safety  
Program Evaluation  
Microsoft Office Suite

## Publications

Virtual Supervisor Communication Effectiveness and Intrapreneurial Motivation: The Mediating Roles of Affective Organizational Commitment and Occupational Self-Efficacy (2023), *LSU Doctoral Dissertations* 6281.

Training Generation Y: Young Adult Perceptions of an Operator Training Program at a Nuclear Power Plant (2019), *Academy of Human Resource Development Conference Proceedings*.

*“Matt’s skills in management and leadership of various departments of a nuclear organization are among the best I have seen in 30 years of nuclear experience. He consistently encourages personal professional development while maintaining the highest performance standards for his organization.”*

- Tim Knowles, Head of Human Resources, Urenco USA

## Experience (cont.)

2006-2012: Louisiana Energy Services, LLC

### Training Manager

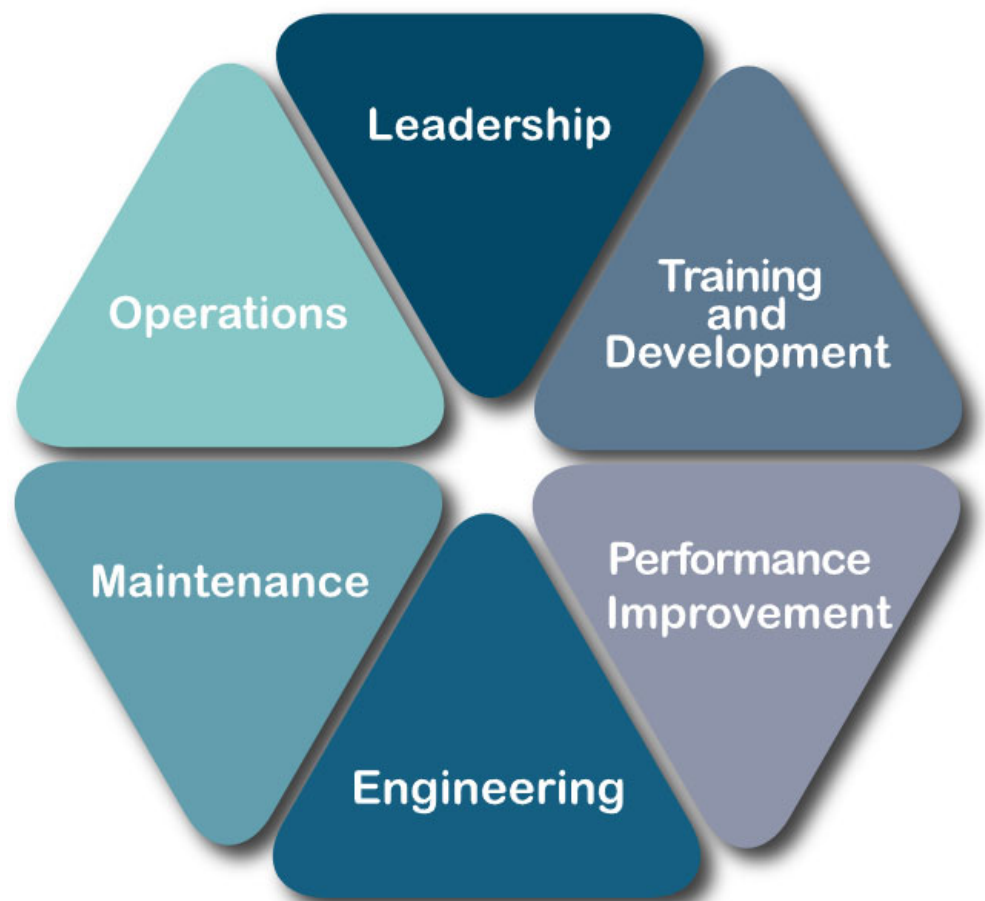
- Managed a department staff of 14 and an annual budget of 2.2 million with the overall responsibility for planning, implementing, and managing the training programs at the National Enrichment Facility.
- Implemented new strategies for training records management and database administration resulting in annual savings of over 2000 manhours and \$100,000 in resources.

1997-2005: United States Navy

### Submarine Nuclear Reactor Operator

- Safely and effectively conducted plant operations during normal and casualty response in both routine and combat environments. Roles included Reactor Controls Division Leading Petty Officer, Engineering Watch Supervisor, Electronics Technician Maintenance Supervisor, Electrical Operator, and Instructor.

## Competencies:



For a more in-depth look at my skills and experience and how I can apply them to an organization, please visit my website at [mattkingham.com](http://mattkingham.com).