

Consulting Expertise

Enterprise Learning Transformation

Transform corporate learning organizations into strategic business partners.

- Learning organization redesign
- Enterprise L&D strategy
- Learning governance
- Capability academies
- Workforce development
- Learning operating models
- Centers of Excellence

Learning Technology Innovation

Implement modern learning ecosystems that improve engagement and business performance.

Expertise includes:

- Learning Management Systems
- Learning Experience Platforms
- AI-enabled learning
- Adaptive learning
- Learning analytics
- Skills intelligence
- Digital credentialing
- Knowledge management
- Learning ecosystems
- Future-ready learning architecture

Executive Leadership Development

Develop leaders who can thrive in uncertainty while building resilient, purpose-driven organizations.

Programs include

- Executive leadership development
- High-potential acceleration
- Leadership academies
- Coaching frameworks
- Succession development
- Change leadership
- Leadership during transformation
- Resilient leadership

Digital Learning Content Creation

Design learning experiences that people actually remember.

Capabilities include

- Curriculum architecture
- Instructional systems design
- Multimedia learning
- Scenario-based learning
- Simulations
- Virtual Instructor Led Training
- Microlearning
- Performance support
- Learning pathways
- Certification programs
- VR/AR Tools

Digital Transformation & Workforce Readiness

Technology only succeeds when people adopt it.

Dennis specializes in preparing organizations for transformational change by aligning technology, learning, culture, and leadership.

Services include

- Digital transformation readiness
- AI adoption strategies
- Workforce reskilling
- Upskilling initiatives
- Skills gap analysis
- Organizational readiness
- Change enablement
- Talent transformation

Global Learning Organizations

Build high-performing learning organizations across countries, cultures, and time zones.

Experience includes

- Global learning operations
- Hybrid workforce enablement
- International learning teams
- Vendor ecosystems
- Cross-cultural leadership
- Global instructional design teams

- Distributed content development
- Enterprise governance

Selected Clients

Dennis has led transformational learning initiatives for organizations including:

- Consolidated Edison of New York (Con Edison)
- General Motors
- Newport News Shipbuilding
- HSBC
- Bank of America
- Pacific Gas & Electric (PG&E)

...along with numerous Fortune 500 organizations in energy, financial services, manufacturing, technology, higher education, healthcare, government, and defense.

Representative Engagements

Modernizing Enterprise Learning

Redesigned enterprise learning organizations to align talent development with business strategy while improving scalability, governance, and operational efficiency.

Accelerating Digital Transformation

Created learning strategies supporting enterprise technology implementations, helping thousands of employees adopt new systems and ways of working.

Building Leadership Pipelines

Designed executive leadership programs that prepared emerging and senior leaders to lead through disruption, organizational change, and rapid growth.

Creating Global Learning Organizations

Built and optimized geographically distributed instructional design, technology, and learning operations teams delivering enterprise-scale solutions across multiple regions.

AI and the Future of Learning

Helping organizations responsibly integrate Artificial Intelligence into learning, leadership development, workforce planning, and performance support while keeping people at the center of the transformation.

The Bonilla Difference

What distinguishes Dennis isn't simply decades of experience.

It's the rare combination of having served as a Navy nuclear reactor operator and training leader, a Fortune 500 learning executive, a university dean, a chief strategy officer, an entrepreneur, an author, and an executive keynote speaker.

That breadth allows him to bridge strategy and execution, technology and humanity, innovation and practical results.

His philosophy is simple:

**Technology changes organizations.
People transform them.**