



**Curriculum Vita
Aug 2026**

Instructor: Dr. Nick Bristow

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EDUCATION

Doctor of Education (EdD) Educational Leadership and Advanced Instructional Design
Trident International University 2026

Texas A&M University–Commerce, Master of Science (MS), Organizational Leadership
and Technology 2018

Texas A&M University–Commerce, Bachelor of Science (BS), Organizational
Leadership, Magna Cum Laude 2017

TEACHING EXPERIENCE

PROFESSIONAL EXPERIENCE

Vice President, Agent Plus, Mutual of Omaha Mortgage | 2025–Present

Lead workforce education, leadership development, curriculum design, and professional coaching initiatives for dual-licensed real estate and mortgage professionals. Redesigned training and learner-support systems with greater emphasis on one-on-one engagement, practical application, and competency development. These initiatives contributed to approximately doubling program revenue despite a challenging national housing and interest-rate environment.

Vice President of Agent Training & Development, LPT Realty | 2024–2025

Led national training and workforce education initiatives supporting approximately 23,000 real estate professionals. Designed curriculum, authored instructional books and certification programs, integrated AI into instructional design, and delivered national webinars, workshops, and experiential learning programs. Increased typical national training attendance from fewer than 20 participants to frequently more than 200, with peak attendance of approximately 480. Led submission efforts resulting in Training Magazine Apex and MVP recognition.

National Training Director / Managing Broker / Regional Vice President, United Real Estate | 2017–2024

Developed national training programs and directly trained thousands of real estate professionals. Helped select and deploy the Absorb LMS and developed scalable training, coaching, onboarding, leadership development, and learner engagement systems. At the Dallas operation, helped grow the organization from approximately 287 to 800 agents in four years while annual sales volume increased from approximately \$350 million to \$1.6 billion.

Professional Instruction, Coaching, and Curriculum Development

Delivered more than 500 professional training sessions, webinars, workshops, conference presentations, and leadership development programs, with audiences as large as approximately 480 participants. Conducted approximately 580 one-on-one coaching sessions and numerous train-the-trainer programs. Authored extensive instructional materials and courses in artificial intelligence, leadership, branding, lead conversion, specialized real estate practice, and VA home lending.

Military Leadership and Workforce Education | Marine Reconnaissance / U.S. Army Special Operations

Served in leadership, training, and operational roles, including service as an Arabic linguist. Led international humanitarian demining operations in North Africa in conjunction with the United Nations and helped develop and deliver training that taught local populations to identify, mark, and report landmine fields. This experience provided an early foundation in leadership, experiential instruction, cross-cultural communication, and competency-based workforce education.

PUBLICATIONS

RESEARCH GRANTS AND AWARDS

2024, **Training Magazine APEX Award**, Training Magazine, N/A - Recognition Award
Led the organizational submission process and submission team for LPT Realty, documenting the company's innovations in workforce education, instructional design, learner engagement, scalable training delivery, and AI-assisted learning initiatives.

2025, **Training Magazine MVP Award**, Training Magazine, N/A - Recognition Award
Led the organizational submission process and submission team for LPT Realty, highlighting measurable training outcomes, innovative instructional methodologies, AI-enhanced curriculum development, learner engagement strategies, and enterprise-scale workforce education systems.

