

PETER HOPKINS

LEADERSHIP & EDUCATION | INSTRUCTOR DEVELOPMENT | TEAM PERFORMANCE | FACILITATION

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PROFESSIONAL PROFILE

Leadership and adult-education professional with 15+ years of experience across military medicine, healthcare operations, instructor development, and cross-functional program leadership. Experienced in developing instructors, facilitating experiential learning, coaching teams, translating complex clinical and operational concepts into practical performance, and leading people in high-accountability environments. Combines frontline operational experience with structured adult-learning methods, systems thinking, and a consistent focus on helping people perform independently when conditions change.

LEADERSHIP & EDUCATION HIGHLIGHTS

740+

STUDENTS TAUGHT

150+

COURSES DELIVERED

50+

INSTRUCTORS LED & DEVELOPED

8

CURRICULA SUPPORTED

CORE COMPETENCIES

Instructor Development • Adult & Experiential Learning • Facilitation • Coaching & Mentorship • Performance Feedback • Curriculum Delivery • Team Leadership • Medical Readiness • Stakeholder Alignment • Clinical Education • Change Leadership • Program Management

LEADERSHIP & INSTRUCTIONAL EXPERIENCE

United States Army / Army Reserve / National Guard

Jul 2017 - Present

Senior Instructor / Chief Instructor

- Lead, mentor, and develop 50+ junior instructors in the practical application of the Adult Learning Model across a multidisciplinary course load, strengthening facilitation, coaching, feedback, and classroom leadership.
- Delivered 150+ courses to 740+ learners in high-accountability medical and leadership environments, translating complex clinical and operational concepts into practical, repeatable performance.
- Support delivery across eight curricula, using approved lesson plans, performance evaluations, experiential learning, reflection, and application to build learner competence and instructor consistency.
- Coach instructors on lesson preparation, learner engagement, performance assessment, remediation, and the transition from subject-matter expertise to effective adult education.

United States Army / Army Reserve / National Guard

Nov 2009 - Jul 2017

Combat Medic / Medical Section NCO

- Led 28 combat medics across transport, treatment, emergency care, and medical supply domains, coordinating readiness, resources, standards, and team performance.
- Provided medical support to coalition forces and civilian populations in deployed environments; awarded the Combat Medical Badge.
- Developed junior medical personnel through hands-on training, mentorship, readiness exercises, and performance expectations designed for uncertain and time-sensitive conditions.

HEALTHCARE LEADERSHIP & FACILITATION

Boston Children's Hospital — Boston, MA

Dec 2022 - Aug 2026

Safety & Quality Consultant

- Facilitated multidisciplinary clinical and operational teams through problem definition, improvement planning, measurement, workflow redesign, implementation, and sustainability across pediatric critical care.
- Created shared understanding among clinicians, operational leaders, technical teams, and support services by translating complex safety, quality, and performance data into clear priorities and actionable next steps.
- Led and supported a portfolio of complex initiatives involving patient safety, health equity, clinical operations, patient experience, and digital workflow change; managed 20+ concurrent quality initiatives in prior program leadership work.
- Designed leadership-ready presentations, dashboards, executive summaries, and structured facilitation materials to support decision-making, accountability, and cross-functional alignment.

ADDITIONAL LEADERSHIP EXPERIENCE

Ghost Light Digital Studios / Group Action Roll

2019 - Present

Founder & Creative Director

- Lead distributed teams of performers, moderators, editors, artists, and collaborators from concept through production, release, audience engagement, and iterative improvement.
- Set creative direction while preserving contributor ownership, using clear intent, shared standards, structured feedback, production workflows, and performance data to align cross-functional work.
- Built and managed multi-platform programming that has generated 2.8M+ video views, 94K+ watch hours, and an audience of 15K+ followers and subscribers.

SELECTED LEADERSHIP APPROACH

DEVELOP PEOPLE

Create opportunities to practice, reflect, adapt, and increasingly perform without direct supervision.

BUILD TRUST

Develop environments where people can ask questions, receive feedback, contribute expertise, and act.

CREATE CLARITY

Translate complex information into clear expectations, shared priorities, and useful decisions.

PREPARE FOR CHANGE

Teach principles and judgment so teams can adapt when the situation no longer matches the plan.

SELECTED MEDIA & RECOGNITION

- Featured in Brian Castner's All the Ways We Kill and Die, in a passage connecting the experience of a combat casualty and frontline medical response to the human reality behind wartime injury statistics.
- Featured on Antidotes: Stories in Medicine in the episode "Do What You Can," recounting the treatment of a critically injured service member following an IED blast in Afghanistan.

EDUCATION & CREDENTIALS

Bachelor of Science, Health Science — University of Massachusetts Boston

Certified ScrumMaster (CSM) | Lean Six Sigma Green Belt | National Registry Advanced Emergency Medical Technician (AEMT)

TOOLS & METHODS

Adult Learning Model (ALM) | Experiential Learning | Performance Evaluation | Facilitation | Microsoft 365 | PowerPoint | SharePoint | Epic / Mosaic | KPI Dashboards | Adobe Creative Suite