



**Mark E. Hilton**  
Senior Consultant

## PROFESSIONAL STAFF

### Experience

Mr. Hilton is a certified facilitator for Accordence, focusing on the Just Negotiate® program. He has spent the past 25 years working for and with Fortune 100 pharmaceutical companies, developing industry expertise, specifically focused on how to conduct negotiations with national, regional and local payer authorities. His experience includes design, development, and implementation of learning solutions to improve negotiators' ability to deliver mutually beneficial results for all parties. He has led large-scale projects working with teams ranging from nearly 80 account managers, as well as event-focused workshops, with a small team of 3 dealing with high-stakes national reimbursement negotiations.

Mr. Hilton has delivered programs for Accordence in over 25 countries, working with both field and office-based staff, using general and customized role-plays and scenarios to improve learner uptake. Mr. Hilton's experience leading global workshops has allowed him to share best practices and ideas with senior executives as well as new-in-role account manager audiences, and improve overall capability across critical payer-facing personnel.

Before beginning his consulting practice, Mr. Hilton spent 24 years at Eli Lilly and Company, a research-based pharmaceutical company, headquartered in Indianapolis, Indiana. While there, Mr. Hilton led training and development initiatives in IT, Marketing, Sales, Corporate Affairs, and Pricing, Reimbursement and Access organizations. He was the primary facilitator for all new key account management teams outside of the US, including countries like Japan, China, and Russia, as well as regional hubs in southeast Asia, Latin America, and Africa. In addition, he has extensive knowledge in the design, development, and implementation of blended learning solutions, using organizations' existing learning platforms.

Mr. Hilton believes that effective learning is about performance. He subscribes to the motto – "Learner-centered/Performance-based," and seeks to infuse that mentality in all of his development as well as facilitation efforts.

### Education

B.A Political Science and International Affairs (double-major), Bradley University