

Learning Analyst



Dedicated to taking a consultative approach, I am a Learning and Development (L&D) expert with experience overseeing multi-million-dollar training budgets—implementing impactful cost-saving measures while maintaining program quality and enhancing fiscal resilience. I think forward to future goals and work backward, poised to contribute skills and experience in strategic learning analysis, conference and event production, and technical training, while using innovative technologies such as Augmented Reality, simulations, and AI. Proficient in providing training solutions across diverse cultural and geographical landscapes.

- Implemented Cornerstone LMS across 15,000 employees while collaborating with the IT director, streamlining the learning management system and enhancing organizational efficiency and employee development on a worldwide scale.
- Oversaw a significant training budget of \$1M dedicated to training programs, implemented cost-saving initiatives, negotiated vendor contracts, thus reduced overall training costs while maintaining the program quality.
- Delivered a blended learning plan (eLearning and live classes) for BAE Systems BD and Sales Engineering teams to meet a third-party identified gap (Business Acumen and International Acquisition) leveraging eLearning and using the LMS, cohort learning and interim webinars, within 8 months. The program met accessibility standards: transcripts, closed captions, audio descriptions, ALT text, and color schemes. Within six months of release, sixty-three members of the Growth and Leadership Development (GLD) Cohort completed the course series (closing the gap) evaluating it favorably for participant satisfaction, noting accessibility features and cohort learning.

KEY EXPERTISE

- Strategic Learning Analysis
- Corporate Strategic Planning - L&D
- Million Dollar Budget Management
- Virtual Conference & Event Production
- Delivery of Technical Training and Documentation
- Manufacturing Compliance Learning and Assessment
- Learning Management System Optimization
- Program Management/Change Management
- Learning Technology Owner
- EdTech Integrator

Learning Tools: Articulate Rise | Storyline | Well Said Labs | Vyond | Camtasia | Adobe Captivate

Certified ScrumMaster® (CSM®), Scrum Alliance

TECHNICAL SKILLS

PTC Windchill Configuration | JIRA | Earned Value Management (EVMS) | Articulate Storyline/Rise | Captivate | Camtasia | SCORM/AICC | FrameMaker | Adobe Creative Suite Cloud (Illustrator, InDesign, Acrobat, Photoshop, Premier, Audition) | Skilljar | Cornerstone on Demand | Adobe Experience Manager | SumTotal | Absorb LMS | WalkMe

PROFESSIONAL EXPERIENCES

Career Break | 5/2024 to present

Spent much needed quality time with extended family.

L&D Technology Operations-Analysis-Learning Model Innovation | Walmart Advanced Systems and Robotics | 2023 to 5/2024

TECHNICAL TRAINING DELIVERY | ON-BOARDING | AUTOMATION | TECH INNOVATION

Increased employee proficiency within the first quarter by successfully designing and executing a comprehensive blended technical training program for operations and safety. Enhanced information accessibility through the initiation of a public channel and automated distribution for all technical and safety bulletins.

- Facilitated the seamless migration of compliance content for Walmart ASR Field Service teams, achieving a 35% increase in training completions to an 85% rate within the timeline. Also, attained a 25% travel reduction by making content accessible, asynchronous, and delivering core units and assessments online using a responsive LMS.
- Improved team collaboration through the establishment of strong working relationships with cross-functional teams, leading to a significant reduction in duplication of work and project preparation time.
- Attained a 20% improvement in training content relevance and efficacy based on participant and management feedback—by collaborating with the Operations teams to research, plan, and implement training programs based on data insights.
- Increased team efficiency and reduced errors through active engagement with SMEs and other team leaders in meetings, contributing to the implementation of three innovative processes for on-boarding and system certification.

Training Manager-Training Delivery, Developer of Blended Programs | BAE Systems Inc, Electronic Systems | 2021 to 2023

TRAINING BUDGET: \$1M | COURSES DELIVERED: 29 | TRAINING PROVIDED: 850 PEOPLE

Empowered business development teams through the implementation of a diverse range of training modalities, including expert instructor- led sessions (live & virtual), 5-day live boot camps, blended and eLearning programs, coaching, and just-in-time microlearning. Managed all third-party SME contracts and event engagements for the Business Development Training function and collaborated with senior leadership (VP level) to establish budgets for SME training deliverables.

- Managed a \$1M budget dedicated to training programs, implemented cost-saving initiatives, and negotiated vendor contracts, thus reduced overall training costs while maintaining the program quality.
- Developed (in Storyline) and delivered eleven asynchronous prerequisite learning modules for the Business Development group; closing a gap identified by a third-party evaluation.
- Delivered twenty-nine specialized in-person courses annually for 850 sales, technical and program management professionals involved in business development, oversaw the 7th and 8th Growth & Leadership Development (GLD) cohorts, and leveraged LMS and HRIS systems to enhance learning effectiveness.
- Received the 2023 Chairman's Award for "Creating a Sustainable Future, One Winner at a Time." Recognized for repurposing SMEs' business content into a blended model, contributing to knowledge dissemination "From one to many." Mitigated a gap identified in an external vendor's assessment by delivering multi-modal content adhering to accessibility standards, incorporating transcripts, closed captioning, audio descriptions, ALT text, animations, and color schemes.

L&D Manager-Strategy Planning & Execution | Sierra Nevada Corporation (Aerospace), Centennial CO | 2018 to 2019

USER SATISFACTION: NPS increased by 5% in a year | BRANDON HALL BRONZE AWARD WINNER | LEARNING AND DEVELOPMENT MANAGEMENT

Planned a comprehensive Learning and Development (L&D) strategy while ensuring attainment of federal agency-level and ISO 9001 compliance and developing job-specific learning objectives aligned with industry best practices. Collaborated with team members and Learning Business Partners, spearheading the development of the core competency program for Engineering and Developers.

- Improved system efficiency and user satisfaction by 15% while leading the successful MosCow AoA for the evaluation and re-launch of Cornerstone LMS, involving key stakeholders from multiple business units in a Steering Committee.
- Recognized for excellence in Learning and Development, the team's collaborative efforts resulted in Sierra Nevada Corporation clinching the prestigious Brandon Hall Bronze award in early 2019 for "Creating a Scalable L&D Function."
- Launched and saw a measurable increase in successful adoption (after implementation) of Dassault Systems Digital Engineering Tools (Model Based System Engineering) among a targeted engineering cohort. Used a people and process focus aligned to the ADKAR Change Model.
- Automated on-boarding and compliance learning in the LMS.

PAST EXPERIENCES

Manager-Project Delivery, Client Satisfaction and Relations | BlueBottleBiz - Barcelona, SP/Tempe, AZ | 2016 to 2017

- Attained a 5% increase in client satisfaction scores through the delivery of high-quality and on-time solutions while playing a key role in overseeing project milestones.
- Achieved a notable 15% surge in user engagement within the initial three months by spearheading the development of micro-learning content and formulating customer engagement strategies on the BlueBottleBiz platform.

Writer-Technical Documentation, Training Materials | Pearson Developers Network (PDN), Denver | 2015 to 2016

- Developed and executed extensive multi-audience technical communication strategies for the Pearson Developers' Network (PDN), driving a 20% notable increase in user engagement during the initial quarter of implementation.
- Observed 12% reduction in support tickets related to documentation queries while participating in the authoring & reviews of reference documentation for the website, thereby enhanced the comprehension of technical materials.

Fractional Learning & Development Lead, Instructional Design, Learning Analysis | That Amazing Content Team | 2012 to

- Developed software simulations to train specialist implementations for RSA identity and access management platforms. The units were part of a company certification program for Chief Information Security Officer (CISO) users.
- Increased training effectiveness by 28% while spearheading the optimization of Thermo Fisher's Learning Management

System in the Biotech sector, streamlining the development of assessments for clinical use.

- Developed targeted video, eLearning and in-context training products focused on use and adoption of sales enablement tools (Seismic/Marketo Enablement/Salesforce Marketing Cloud) for sales enablement teams at Cisco and PTC.

Training Program Lead-Interactive Training and Development, GAP Analysis | iRobot, Bedford, MA | 2009 to 2012

- Directed the end-to-end development of the XM1216 (EOD) Robotics training program (blended-live and asynchronous), managing the entire lifecycle, including analysis, development, and delivery of the Interactive Multimedia Instruction (IMI) for online training. Created materials and training programs in accordance with TRADOC Regulation 350-70.
- Transformed the training landscape, improved the tactical situational awareness and force protection with an impactful early AR solution, meeting immediate training needs and positioning U.S. Army as a leader in adopting innovative technologies.
- Our small iRobot team led the fielding and service support of three brigades of SUGVs in Afghanistan. The XM1216 was the only robotic platform successfully fielded from the initial Future Combat Systems \$20B contract.

EDUCATION and CREDENTIALS

Graduate Work, Education/Instructional Learning Technology, University of Colorado Denver

Bachelor's, Technical Communications/Minor in Public Relations, Colorado State University

Member ICE (Institute for Credentialing Excellence)

Certified Facilitator for "The Art of Active Listening," **CAALF**

Certified Scrum Master (**CSM**) through the Scrum Alliance