

Teri Warner, PhD

Teri Warner, PhD

(719) 423-9055

email: warnerlessonplans@yahoo.com

LinkedIn: [https://www.linkedin.com/in/teri-warner-phd-b992792/eLearning example](https://www.linkedin.com/in/teri-warner-phd-b992792/eLearning%20example)

Professional Summary

As an expert in instructional design, Articulate, Adobe, Microsoft, TechSmith, and innovative training methods: Analyze, identify, design, develop, implement, and evaluate (ADDIE) eLearning, gaming, offline, and classroom training for various target audiences delivers successful training and development programs to help employees develop new skills and become better equipped to perform their job roles.

Proven record of designing and implementing innovative learning solutions and instructional materials to meet organizational objectives. Skilled at leveraging technology and developing meaningful relationships with stakeholders to ensure successful training outcomes.

Experience

June 2023 – Present

Freelancer – Instructional Design and Learning Professional

Dr. Teri Warner, LLC, Beaverton, OR

- Collaborate with stakeholders and subject matter experts to deliver learning materials that address their company's and employee's needs.

May 2018 – May 2023

Sr. Instructional Designer (Sr. Training Specialist)

PeaceHealth, Vancouver, WA

- Collaborated with stakeholders and other professionals to assess, design and deliver standardized system training programs, aligned with operational workflows, and addressing team and individual accountabilities, improving organizational performance by ensuring consistent training and enhancing employee competencies across various roles and responsibilities.
- First responder to Adobe Captivate, Articulate, and TechSmith Camtasia software training, assistance, and troubleshooting.
- Monitored and evaluated training activities and program effectiveness.
- Collaborated with other Learning and Development functions, operational and support departments in system- and department-wide training assessments and curriculum development to achieve strategic goals and initiatives.
- Championed all levels of eLearning and video design, development, management, and reviews.
- Demonstrated proficiency in project management by delivering an aggressive plan while coaching others through their emerging capabilities.
- Applied a blended learning approach to training and development, combining virtual and online learning that led to an 86% business impact rate of participants applying what they learned.
- Maintained catalog cleanliness and set standards for the Learning Management System.
- Managed Infor User Acceptance Program site for the organization.

August 2016 – August 2017

Instructional Designer

FACT-Oregon, Clackamas, OR

- Leveraged expertise in instructional design and proficiency in Articulate, Adobe, and Microsoft tools to analyze, design, develop, implement, and evaluate engaging eLearning, offline, and classroom training

programs, reinforcing key concepts and learning goals, enhancing the learning experiences for diverse target audiences.

- Demonstrated ability to manage multiple tasks while remaining adaptable and flexible.

June 2005 – June 2016

Sr. Instructional Designer (Human Performance Technologist)

Intel Corp

- Analyzed and applied cultural, ethnic and organizational diversity theory to create, coordinate and manage curriculum development, schedules, training plans, employee continuing education programs.
- Responded quickly and courteously to meet customer needs and resolve problems.
- Collaborated with departmental leaders to establish organizational goals, strategic plans and objectives.
- Managed and coordinated multiple projects while ensuring timely completion while maintaining high-quality deliverables.
- Taught development and design when using various software applications and programs including Microsoft Office, Adobe Creative Suite, and Articulate as well as social media and communications platforms.
- Utilized software applications and programming expertise to assist others in technical issues and developing next-level efficiencies.
- Identified ways to improve efficiency in operations and implemented process changes.
- Sought continuing education opportunities to stay current with industry trends.
- Own, manage, develop, and troubleshoot SharePoint and Learning Management sites, libraries, and permission matrixes.
- Applied understanding of technical initiatives and processes into plain language for various content documents.
- Produced high-quality documentation that meets applicable standards and is appropriate for its intended audience.
- Worked collaboratively with support, engineering and program teams to discuss, plan and execute documentation-specific projects.
- Managed the day-to-day schedules for contract employees.

Education

January 2012

PhD: Training and Performance Improvement

Capella University, Minneapolis, MN

Dissertation Topic: eCoaching in a Corporate Environment

(I built an interactive online coaching application that a coachee could use without a human coach to develop various skills. The application included videos, job aids, handouts, practice exercises, templates, etc.)

December 2005

Master of Education: Educational Technology

Lesley University, Cambridge, MA

May 2003

Bachelor of Arts: Major: English; Minor: Education

Colorado State University-Pueblo, CO

May 1997

Associate of Arts: Liberal Studies with emphasis on Business and Technical Writing

Mission Community College, Santa Clara, CA

Skills

General

Instructional design, curriculum development, course development, written and oral communications, team direction, knowledge management, adult learning techniques, performance improvement, interactive learning, writing, editing, develop standards, specifications development, project management, change management, stakeholder management, html, JavaScript, process evaluations, virtual training, manual writing, performance metrics, new employee onboarding, in-depth research

Models/Methodologies

Kirkpatrick Model, Business Engineering Model, Six Boxes Methodology, Return on Investment/Expectations, Agile, ADDIE, Successive Approximation Model (SAM), Lean Six Sigma green belt

Applications

Articulate-Storyline, Rise; Adobe-Captivate, Connect, Photoshop, FrameMaker, RoboHelp; TechSmith-SnagIt, Camtasia; Microsoft-Word, Excel, PowerPoint, Publisher, SharePoint, Teams; LMS-Saba, People Fluent; Lectora; Reallusion; FarHTML; GitHub

Certifications

- Change Management
Association for Talent Development
- Six Boxes Methodology
Six Boxes Institute
- Return on Investment (ROI) Methodology
ROI Institute
- Adobe Captivate Specialist
Adobe

Publications and Presentations

- *"Implementing Educational Technology for Facilitating Non-Human Coaching or 'E-Coaching'". InfoSci@-Books (2016).*
- *"Using Saba to Its Full Advantage". Intel Learning Conference 2014. (Spring 2014).*
- *"Implementing Educational Technology for Facilitating Non-Human Coaching or 'E-Coaching'". In A. Ritzhaupt and S. Kumar (Eds.) Cases on Educational Technology Implementation for Facilitating Learning. Hershey, PA: Information Science Reference (an imprint of IGI Global). (2013)*
- *Developing Avatars for eLearning. eLearning DevCon 2012 (part of eLearning Guild) (2012).*
- *E-coaching systems: Convenient, anytime, anywhere, and nonhuman. Performance Improvement Journal. 51(9). 22-28. (2012)*

Reviewed Books and Chapters

- Journal of Educational Computing Research. "Cyberloafing in Learning Environments Where Online Social Networking Sites Are Used As Learning Tools: Antecedents and Consequences".
- Journal of Educational Computing Research. "An Analysis of Influence of Business Simulation Games on Business Schools Student's Attitude and Intention towards Entrepreneurial Activities".
- Journal of Educational Computing Research. "The Use Of WhatsApp In Higher Education: What's Up With Assessing Peers Anonymously?".

Project/Program Development

PeaceHealth

- Redesigned new employee orientation to an interactive virtual session
- Managed leadership development's business impact measurements
- PeaceHealth history video using Captivate, PowerPoint, and SnagIt
- Updated leadership programs to include better graphics and interaction
- Using Publisher and SnagIt, refreshed and redesigned leadership SharePoint sites and courses

FACT-Oregon

- Developed updated look-and-feel for their presentations
 - Included updated graphics and color scheme that aligned with their business
- How to use Adobe Presenter and Articulate Storyline
 - Complete reference documents that included steps and graphics on developing their content
- Developed interactive page for understanding FAPE (Free, Appropriate, Public, Education)
- Developed timeline for the Disability Act
- Developed training on how to complete an Individual Education Plan (IEP) that included form fields they could fill out and then print out to take with them to meetings
- Developed mobile app for their users

Intel

- Developed online coaching system that included talking heads
- How to Do “ISD”
 - Complete program using the ADDIE model
- Developed and taught: Instructional Design, Return on Investment, Analysis, Captivate, Articulate and Photoshop courses
- Developed program for program managers
- Developed interactive front page for Community of Practice-Intel

Community Service

- CASA for Children, Washington County, OR
- Junior Achievement Volunteer Consultant, San Jose, CA

Professional Associations

- International Society of Performance Improvement
 - Chapter President: 2017-2018 (Awarded Chapter of Excellence for both years)
 - VP of Marketing: 2015-2016
 - VP of Technology: 2009-2014
- Learning Community of Practice-Intel: President 2012-2016
- eLearning Guild: Member
- Association of Talent Development (ATD): Member