

Shante King

Instructional Designer/Learning and Development
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PROFILE SUMMARY

A goal-driven Instructional Designer focused on crafting impactful learning experiences. Experienced leader with a proven track record in learning design, business development, and public-facing leadership. Expertise in shaping the future of technology education through strategic partnerships with universities. Skilled in developing innovative learning programs tailored to the fast-paced tech industry. Proficient in technology-driven course redesign and the development of e-learning opportunities. Committed to loyalty and excellence, adept at tailoring instructional programs to effectively address learner needs. Dedicated to aligning learning strategies with broader business goals and fostering a culture of continuous learning.

CORE COMPETENCIES

- Good proposal writing and presentation delivery, consistently securing partnerships and funding
- Analyze and apply trends and best practices in learning technologies and instructional design
- Well-versed in leading agile and design thinking workflows and operating methods
- Outstanding interpersonal skills with strong team spirit and great respect for diversity
- Professional verbal and written communication to interact with various stakeholders
- Strong leadership skills, with the ability to inspire and motivate teams towards a common vision
- Excellent planning and organizational skills with the ability to prioritize and handle multiple tasks

SKILLS HIGHLIGHTS

Project & Program Management	Training Program Management	Instructional Design Expertise
Vendor and Employee Engagement	Curriculum Development	Needs Assessment
Team Leadership and Supervision	Calm Under Pressure	Compelling Public Speaker
Data Analytics & Content Writing	Educational Technology Integration	Evaluation and Measurement
Budgeting and Resource Management	Cross-functional Collaboration	Research and Technical Writing

Technical Skills: Articulate Storyline, Adobe Creative Cloud, Camtasia, Vyond, Microsoft Office, and Learner Management System

PROFESSIONAL WORK EXPERIENCE

Instructional Designer | eLearning Developer **2021 – Present**
[Freelance, Washington, DC](#)

- Spearheaded a major Incident Management Response Improvement project for a workforce exceeding 40,000 employees.
- Engineered an innovative program facilitating interdepartmental career mobility.
- Innovated by substituting live training with software simulation, effectively cutting down training duration.
- Implemented enhancements to streamline and bolster operational functions.
- Orchestrated support systems to optimize business operations.
- Directed efforts to refine and improve the efficiency of business activities.

Workforce Development Manager | Sr. Program Developer | Employee Resource Group Global Lead **2018 – 2021**
[American Airlines](#)

- Cultivated alliances, allocated resources, and established referral networks to link staff with training and career progression avenues.
- Oversaw a team of 45 subordinates to ensure the punctual fulfillment of daily operational duties.
- Formulated and implemented strategies for ongoing enhancements.
- Designed a procedural framework to elevate on-time departures from 78% to 97.8%.
- Fostered collaborations, allocated resources, and implemented referral systems to connect employees with training and advancement opportunities.
- Led a team of 45 employees to ensure timely completion of daily operational tasks and executed plans for continuous improvement.

Freelance Instructional Designer **2008 – Present**

- Crafted cost-effective training courses, effectively conserving company resources and time.
- Formulated performance objectives to maximize training efficiency and gauge learning outcomes accurately.
- Conducted needs assessments to transition from individual to group training models, consolidating resources.
- Authored training scripts and created job aids to enhance learning effectiveness.
- Engineered and deployed a Learner Management System interface for seamless training administration.

- Designed and developed company training programs, optimizing resources and time efficiency.

Interim Curriculum Development Director

7 Months

- Spearheaded the development and implementation of curriculum strategies, ensuring alignment with organizational goals and industry standards.
- Led a team of curriculum developers, providing guidance and support in instructional design principles and best practices.
- Collaborated with cross-functional teams to assess training needs and develop targeted learning solutions.
- Evaluated and revised existing training materials to enhance effectiveness and relevance.
- Implemented strategies that led to a 20% increase in the efficiency of curriculum development processes, reducing time-to-market for new courses.

Training Development Manager

8 Years

- Directed the design, delivery, and evaluation of comprehensive training programs for employees at all levels.
- Managed a team of training specialists, overseeing their performance and development.
- Developed training budgets, schedules, and resource allocation plans to optimize training efficiency and effectiveness.
- Conducted needs assessments and gap analyses to identify areas for training and development initiatives.
- Ensured curriculum alignment with industry standards and best practices, resulting in a 95% satisfaction rate among learners and stakeholders in terms of relevance and applicability of course content.

Regional Learning Consultant

5 Years

- Provided expert consultation and guidance to regional teams on learning and development strategies.
- Designed and delivered engaging training workshops and seminars to enhance employee skills and performance.
- Conducted regular evaluations and assessments to measure the impact and effectiveness of training initiatives.
- Collaborated with regional leaders to identify and address specific learning needs and challenges.

EDUCATION

- **Bachelor of Science Instructional Design** – Maryland Global Campus
- **Associate of Arts Theology** – Rhema Bible College

CERTIFICATIONS

- PMP Certified
- Salesforce Administrator
- Adobe Certified Expert
- ServiceNow Content Designer