

David Grant

Senior Instructional Designer | Corporate eLearning & Performance Solutions

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PROFESSIONAL SUMMARY

Instructional Designer with a strong foundation in adult learning theory, curriculum development, and performance-based training solutions. Experienced in analyzing business needs, identifying employee skill gaps, and designing targeted learning solutions that improve performance and support organizational goals. Skilled in developing engaging learning experiences across multiple modalities, including instructor-led, virtual, and self-paced eLearning using tools such as Articulate Storyline, Rise, and Camtasia. Demonstrates expertise in needs assessment, job and task analysis, and translating complex challenges into scalable training solutions using ADDIE and SAM methodologies. Recognized for strong problem-solving abilities and effective collaboration with stakeholders and subject matter experts to deliver measurable results. Committed to continuous professional development in emerging technologies, including AI-enhanced learning design and learning analytics, to increase engagement, close performance gaps, and drive business impact.

CORE SKILLS

- Instructional Design
 - AI-Assisted Content Development
 - Training Needs Analysis
 - Curriculum Development
 - Learning Objectives Development
 - Storyboarding & Course Architecture
 - Adult Learning Theory
 - ADDIE / SAM Methodologies
 - eLearning Authoring Tools
 - eLearning Development
 - Scenario-Based Learning
 - Assessment & Evaluation Design
 - Blended Learning
 - Project Management
 - Stakeholder Collaboration
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PROFESSIONAL EXPERIENCE

Instructional Curriculum Developer

Verizon

9/2025 – Present (seven months)

Collaborated with program managers and subject matter experts to design training curricula supporting employee development and operational performance.

- Designed training across multiple modalities including instructor-led training, virtual learning, blended learning, and eLearning.
- Partnered with eLearning specialists to develop complex digital learning programs and applications.
- Implemented evaluation strategies and assessment tools to measure learning effectiveness and recommend improvements.
- Leveraged AI tools and modern authoring technologies to improve development efficiency and enhance learner engagement.

Tools: Google Gemini, Google Suite, Notebook LM, Articulate 360

Senior Instructional Designer / eLearning Developer/Project Manager

Winning Solutions, Inc.

3/2023 – 5/2025 (26 months)

- Designed and developed highly interactive eLearning programs supporting enterprise software training and technical systems education.
- Conducted training needs analyses and job/task analyses to identify learning objectives and determine appropriate instructional solutions.
- Collaborated with Program Managers and Subject Matter Experts to design comprehensive learning curricula supporting sustained employee performance.
- Developed detailed instructional storyboards and course architecture to translate complex technical information into learner-centered training experiences.
- Designed self-paced eLearning modules, simulations, and interactive learning experiences using modern authoring tools.
- Applied instructional design methodologies including ADDIE and SAM to design scalable training programs from inception through implementation.
- Selected appropriate instructional strategies, media, and delivery methods based on learner characteristics, content complexity, and learning objectives.
- Designed training across multiple modalities, including ILT, VILT, blended learning, computer-based learning, and performance support resources.
- Integrated multimedia elements including graphics, audio narration, and video to enhance engagement and knowledge retention.

- Partnered with development teams to implement interactive simulations, scenario-based learning, and knowledge assessments.
- Collaborated with stakeholders to measure training effectiveness, analyze evaluation data, and improve learning outcomes.
- Leveraged AI tools to improve development efficiency and enhance instructional design workflows.

Tools: ChatGPT, eLeven Labs, Notebook LM, Articulate Storyline, Rise 360, Adobe Creative Suite, Camtasia, Vyond, Microsoft Office Suite

Instructional Designer and eLearning Developer

Thermo Fisher Scientific

1/2022 – 1/2023 (12 months)

- Conducted training needs analysis and task analysis to identify learning requirements within regulated manufacturing environments.
- Collaborated with SMEs to develop curriculum frameworks and learning objectives aligned with Good Manufacturing Practices (GMP).
- Designed interactive eLearning courses and multimedia learning experiences using Articulate 360.
- Developed storyboards, instructional design documentation, and course outlines to guide development and stakeholder approval.
- Applied adult learning theory and learner-centered instructional methodologies to improve knowledge retention and skill acquisition.
- Designed assessment strategies and evaluation tools to measure learner comprehension and training effectiveness.

Tools: Articulate Storyline, Vyond, Microsoft Office Suite

Instructional Designer

Proof of Design, Inc.

1/2021 – 1/2022 (12 months)

- Collaborated with SMEs to develop a training and communications strategy for the company's unique "instructional design methodology" program called Training by Design.
 - Design a framework for developing an instructional design training program based on a review of existing content.
 - Apply the principles of universal design to develop training content and instructional resources commensurate with the varying knowledge levels of program participants.
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EDUCATION

Ph.D., Education

University of Central Florida