

# DR. DAVID GRANT

Senior Instructional Designer | eLearning Developer | Learning & Performance Solutions

davidgrant2911@gmail.com | 407-454-1573 | Portfolio: [drdavidgrant.com](http://drdavidgrant.com) | [LinkedIn](#)

## PROFESSIONAL SUMMARY

---

Results-driven Senior Instructional Designer and eLearning Developer with a Ph.D. in Education and extensive experience architecting high-impact instructor-led (ILT), virtual (VILT), blended, and self-paced learning solutions for enterprise corporate and highly technical environments. Expert in executing end-to-end instructional design lifecycles—including deep needs analysis, task analysis, and assessment strategies—to directly drive employee performance and business growth. Advanced proficiency in Articulate Storyline 360, Rise 360, Camtasia, and pioneering AI-assisted development workflows. Proven track record of cultivating strategic partnerships with cross-functional executives, program managers, and subject matter experts (SMEs) to translate complex, technical content into scalable, engaging training programs.

## CORE COMPETENCIES

---

**Instructional Design & Methodology:** ADDIE, SAM, Agile Iterative Design, Adult Learning Theory (Andragogy), Kirkpatrick Evaluation Model, Bloom's Taxonomy.

**eLearning & Multimedia Development:** Scenario-Based Learning, Branching Scenarios, Simulations, Storyboarding, Media Integration (Audio/Video/Graphics), Rapid Prototyping.

**Analysis & Strategy:** Training Needs Analysis (TNA), Job & Task Analysis, Performance Gap Analysis, Curriculum Architecture, Assessment & Evaluation Design.

**Leadership & Collaboration:** Cross-Functional Project Management, Change Management, Stakeholder Engagement, SME Interviewing & Management.

## TOOLS AND PLATFORMS

---

- **Authoring & Multimedia:** Articulate Storyline 360, Rise 360, Camtasia, Mindsmith, Divi, AI voice narration.
- **AI & Emerging Technologies:** Google Gemini, ChatGPT, NotebookLM, Prompt Engineering for L&D.
- **Productivity & Systems:** Microsoft Office Suite, Google Workspace, Project Management Tools (Trello), Learning Management Systems (LMS).

## PROFESSIONAL EXPERIENCE

---

### Instructional Designer & eLearning Developer | *Sunflower Creatives* — 04/2026 - Present

- **Spearhead the instructional** design, technical development, and visual branding for comprehensive digital products and eLearning experiences managed across end-to-end lifecycles.
- **Translate complex, research-based** concepts into simple, practical, and highly direct educational content optimized for targeted adult learner demographics.
- **Authored and designed** a comprehensive, step-by-step practical eBook and companion learning guide teaching retirees how to establish and launch digital businesses.
- **Leverage specialized cloud-based** development platforms, including MindSmith, to build highly interactive, responsive training modules optimized for learner engagement.
- **Utilize Divi and** modern web standards to engineer cohesive, visually aligned branding assets and digital interfaces using precise design frameworks and corporate color palettes.

### Instructional Curriculum Developer | *Verizon* — 09/2025 - 04/2026

- **Partnered with** enterprise program managers and technical SMEs to architect comprehensive training curricula, directly improving operational performance and accelerating time-to-proficiency for over 1,000 employees.
- **Developed and** launched modern, multi-modal training programs including ILT, VILT, blended learning, and eLearning. This strategic initiative equipped supervisors with necessary skills to perform subsidiary roles when required, significantly enhancing operational agility.
- **Implemented cross-functional** alignment with eLearning specialists and technical development teams to seamlessly deploy complex digital learning systems and enterprise-wide software applications.
- **Engineered rigorous** assessment frameworks and continuous evaluation strategies to capture tangible learning ROI and drive data-backed course iterations.
- **Pioneered the** integration of AI-enabled tools and advanced authoring technologies, reducing standard curriculum development lifecycles significantly while enhancing multimedia interactivity.

### Senior Instructional Designer | eLearning Developer | Project Manager | *Winning Solutions, Inc.* — 03/2023 - 05/2025

- **Directed the** end-to-end design and development of highly interactive eLearning ecosystems for enterprise software deployment and complex technical systems training spanning multiple business divisions.
- **Executed comprehensive** training needs analyses and task analyses to isolate critical performance gaps, establishing measurable learning objectives that aligned training delivery with corporate strategic goals.
- **Managed full-lifecycle** project plans in collaboration with stakeholders, producing high-fidelity storyboards, course architecture, and scalable frameworks for high-profile training initiatives.
- **Built a robust** library of self-paced modules, software simulations, and immersive scenario-based learning activities that elevated knowledge retention and met targeted organizational performance goals.
- **Formulated targeted instructional** strategies and delivery modalities by balancing audience profiles, technical content complexity, and resource constraints to maximize training ROI.

- **Produced comprehensive** performance support resources, job aids, and computer-based training (CBT) to supplement structured ILT/VILT programs, successfully fostering a culture of continuous learning.
- **Synthesized custom** graphics, localized audio narration, and video production to maximize UI/UX usability and ensure strict compliance with accessibility guidelines.
- **Facilitated iterative** stakeholder review cycles, leveraging evaluation feedback data to refine curriculum content, resolve learning bottlenecks, and elevate overall training outcomes.
- **Leveraged Generative AI** tools to streamline rapid prototyping workflows, accelerate eLearning development timelines, and maintain strict alignment with learning objectives and business needs.

#### **Instructional Designer and eLearning Developer** | *Thermo Fisher Scientific* — 01/2022 - 01/2023

- **Conducted meticulous** needs and task analyses within heavily regulated manufacturing environments to map critical compliance competencies and mitigate operational risks.
- **Collaborated with** compliance and technical SMEs to build standardized curriculum frameworks and rigid learning objectives strictly aligned with Good Manufacturing Practices (GMP) and regulatory standards.
- **Developed interactive**, compliance-certified eLearning courses and dynamic multimedia learning assets using the complete Articulate 360 suite.
- **Authored highly** detailed storyboards, design documents, and structural outlines, securing rapid, seamless approvals from executive stakeholders and legal/regulatory reviewers.
- **Designed data-driven** evaluation instruments to measure specific behavioral changes on the manufacturing floor and confirm overall training program effectiveness.

#### **Instructional Designer** | *Proof of Design, Inc.* — 01/2021 - 01/2022

- **Co-authored the** organizational training and communications strategy for Training by Design, the enterprise's signature instructional design methodology program.
- **Evaluated and** audited legacy educational content to restructure, modernize, and engineer a highly effective framework for internal instructional designer upskilling.
- **Championed Universal** Design for Learning (UDL) principles, creating highly accessible, learner-centered assets tailored to accommodate diverse technical backgrounds and mixed prior knowledge levels.

## **EDUCATION**

---

**Ph.D., Education** | *University of Central Florida*