

Experience

Performance and Technology Solutions Consultant – Duce Enterprises and Learning Ninjas 2012-

- Managing multiple independent and collaborative web and elearning projects
- Developing and implementing blended learning and performance improvement strategies for clients
- Reducing costs and increasing efficiencies by implementing new technologies and process improvements for small businesses, charities, and independent contractors
- Advising organizations on Learning Management Systems (LMS), content management systems (CMS) and strategies, Experience API (xAPI), and other performance support tools and technologies
- Improving learning and development companies and consultants by providing learning technology expertise and recommendations for systems and software
- Advising learning organizations on mobile and responsive learning techniques
- Developing and improving technology solutions and strategies for small businesses and charities

Performance Consultant – Insperity 2008-2012

- Provided technical expertise on web standards, usability and accessibility, and developing communications as part of a leadership team for a new self-service web portal for clients
- Lead a project to leverage internal instructor-led and virtual learning content to develop online discrimination and harassment prevention training, reducing expenses by at least \$25,000 per year
- Successfully implemented Basecamp project management tool into internal workflows, improving interaction with external development resources and streamlining project communication and scheduling
- Fostered the growth of and maintaining SharePoint solutions, learning portals, electronic applications, virtual collaboration, performance support tools, and custom eLearning
- Administered the Learning Management System (LMS) and Learning Content Management System (LCMS), including course conversion, publishing, and reporting
- Configured and supported implementation of collaborative SAAS centralized database solution for Legal, EEO, Risk Management and Finance departments, saving the company over \$100,000 in annual fees, improving information security, and reducing redundancy across three business units
- Researched emerging technologies, including mobile learning solutions, to develop organizational strategy and vision; lead committee to select a new LMS provider

Instructional Designer – Insperity 2005-2008

- Developed, piloted and led evaluation of successful remote-working program
- Developed and maintained a custom New Employee Onboarding SharePoint web site and learning portal with over 15,000 site visits in less than two years, resulting in a significant decrease in turnover and improved new employee satisfaction
- Developed training scenarios, simulations and support resources using Articulate, Captivate, Adobe eLearning Suite, Screenr, and other software; administered LMS and LCMS
- Implemented and maintained SharePoint sites for multiple groups and departments, resulting in increased efficiency, implementation of version control and approval processes, and improved collaboration

Education

Bachelor of Business Administration from Baylor University (Waco, TX)

2001

Performance Improvement Technologies (PIT) and Management Information Systems (MIS)

Workshops

- “From the Trenches: Building eLearning in the Real World”, DevLearn 2012

Presentations

- “WordPress for Responsive Performance Support”, mLearnCon 2014
- “WordPress for Responsive Performance Support”, ASTD Tech Knowledge 2014
- “eLearning Project Management in the Cloud”, ASTD Tech Knowledge 2013
- “Usability, Accessibility and User Testing”, DevLearn 2012
- “Tools for Developing mLearning”, mLearnCon 2012
- “Intelligent Content: The Time is Now”, Penn State Web Conference 2012
- “Yours, Mine, and Ours: Copyright and Creative Commons”, Penn State Web Conference 2012
- “Field Report on Cloud Technologies”, Learning Solutions 2012
- “Remember The User: Improving Accessibility and Usability in Learning”, DevLearn 2011
- “Designing mLearning Experiences” at mLearnCon 2011
- “Accessibility in mLearning” at mLearnCon 2011
- “Introduction to Mobile Operating Systems” at mLearnCon 2011
- “Flash vs. HTML: Does It Really Matter?” at mLearnCon 2011
- “Bringing Content to Life: Creating Simulations from Scratch” at Learning Solutions 2011
- “Rapid Development Tools” at eLearning DevCon 2009
- “The Role of SharePoint in Our Onboarding Process” at LearnTrends SharePoint in Corporate Learning Online Conference 2009

Publications

- “Using WordPress for Responsive Performance Support”, T&D Magazine, October 2014
- “No Excuses”, ASTD Learning Technologies Blog, November 2012
- “Design for All”, ASTD Learning Technologies Blog, November 2012
- “Accessibility in Learning”, ASTD Learning Technologies Blog, November 2012
- “Playing Cards at a Tech Conference: A Game of Phones”, Learning Solutions Magazine, July 2011
- “App Throwdown: Writing on the iPad”, eLearn Magazine, May 2011

Activities

- ASTD Houston Chapter (VP of Technology – 2013)
- Baylor Rugby Association (Co-Founder, Officer, Webmaster)
- Coaching: (Kingwood High School Rugby, Baylor Rugby, Little League Baseball, Alliance Soccer)