

# Stephanie S. Havrilla

## Senior Instructional Designer

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Offering 20+ years of expertise driving interactivity and learner engagement by creating instructional deliverables and training strategies for multiple clients across corporate, healthcare, and government sectors.

## Summary

Reputable Senior Instructional Designer with a bold record of success innovating various learning programs in multiple formats while ensuring content quality, relevancy, and accuracy. Unparalleled contribution in directing high-profile projects, devising curricula for various positions and functions, and leveraging Articulate Storyline to create eLearning from conception to final result.

## Areas of Expertise

- E-Learning Development
- Instructional Systems Design (ADDIE & Gagne Model)
- Project Life-Cycle Management
- Articulate Storyline
- Industry Consulting
- Relationship Building
- Content Management
- Team Leadership
- Coaching and Mentoring
- Strategic Alliances and Partnerships

## Education

**Master of Science, Human Resource Development (ISD Focus)**  
Towson University, Towson, MD

**Bachelor of Arts, English**  
Loyola College, Baltimore, MD

## Career Highlights

- Designed three 2-hour accreditation (CE) courses and three micro-learning software trainings for Vizient Inc. while overseeing a team of three designers working on similar projects in order to meet program directors' needs and rapid development timelines.
- Created 15 one to two-hour eLearning courses and 25+ virtual training presentations for the Medical Device industry at NSF International.
- Established ISD and content management process and project progress trackers and facilitated creativity and "show and tell" sessions to promote teamwork and build group consensus.
- Composed micro-learning for complex software tools, modern e-learning, and virtual ILT modules for Medical Device regulations, health care, IT security, and a multinational restaurant chain.
- Developed HR courses on the Family Medical Leave Act (FMLA), Workplace Violence (WPV), and fresh Articulate Storyline e-learning programs for RNs and PAs on work instructions, technical procedures, and scalpel safety themes.
- Produced numerous e-learning courses on information security and privacy awareness for a number of government agencies.
- Commended for personally developing an award-winning program consisting of animation, video, avatars, graphics, audio, and interactive activities that converted an existing one-week ILT course into an online 20-hour e-learning course for the Defense Nuclear Weapons School.

## Professional Experience

**HAVRILLA & ASSOCIATES, Elkridge, MD**  
Present

### Senior Instructional Designer/Consultant

Lead contract-based instructional design projects for government and corporate sector clients, providing customized instructional systems and training strategies to improve soft skills, educate job-specific capabilities, and disseminate industry content. Originate custom storyboards, instructor and web-based training, rapid e-learning, quick reference guides, and on-demand training modules. Draft narration, scenarios, video scripts, and creative writing content. Author and record voice-overs and script animations to guarantee quality learner engagement.

- Proposed technologies and learning delivery systems, comprising E-Learning, Microlearning, ILT/VILT, Job Aids, Quick Reference Guides, and Electronic Performance Support Systems (EPSS) to provide agile structural design.
- Designed and developed multiple projects by working with SMEs, reviewing existing curriculum and producing outlines and storyboards, sourcing graphics, and generating audio/animation scripts for online courses.
- Headed training projects for high-profile government and corporate clients, such as the National Institutes of Health (NIH), Living Legacy Foundation, Cracker Barrel, American Association of Medical Colleges (AAMC), Long & Foster Real Estate, Christiana Care Health System, Tyco International, Visiting Nurse Service of New York (VNSNY), Audi International, USDA Foreign Agriculture Service (FAS), and U.S. Agency for International Development Office of Transition Initiatives.
- Identified quality stock photographs and films to enhance training and engaged with graphic designers and videographers to create new art and scenarios to improve the work output.

**Vizient Inc., Healthcare Performance Improvement Services, Irving, TX****2022 – 2023****Manager of Instructional Design/Senior Instructional Designer**

Championed and empowered a team that designed and originated eLearning for the healthcare industry, focusing on dashboards and analytic tools for software solutions, performance improvement procedures, and CE Accreditation projects. Hired a team of new Instructional Designers to drive the delivery of core learning curricula, content, and programs. Developed distinctive and engaging instructional modules for members subscribed to the services of Vizient Inc. Partnered with subject matter experts to evaluate existing materials, produce outlines, storyboards, source graphics, record audio, design animations, and build Articulate Storyline courses.

- Designed custom storyboards, instructor and web-based training, rapid e-learning, video demonstrations, quick reference guides, and on-demand training modules to deliver effective core and integrated education materials aligned with organizational strategies and objectives.
- Provided expert advice on training design best practices and assessed learning effectiveness by executing mastery tests and comprehensive training evaluation programs.
- Promoted new coursework and consulting projects by marketing ISD services and courses comprised of e-learning and blended education solutions.

**NSF International - Health Sciences, Washington, DC****2018 – 2022****Senior Manager of Design and Development/Senior Instructional Designer**

Owned and directed the development of eLearning, ILT, and VILT projects centered on medical device regulations and instructional courses sold on an international LMS platform and delivered via Zoom. Reviewed existing content, sourced graphics, and built outlines, storyboards, audio, animations, and courses in Articulate Storyline in conjunction with SMEs. Drafted narration, scenarios, video scripts, and creative writing content while ensuring materials and procedures were up-to-date, engaging, and factual.

- Authored custom storyboards, quick reference guides, video demonstrations, rapid e-learning, instructor and web-based training, and on-demand training modules, in addition to mastery tests and training evaluation programs to measure learning effectiveness and ROI.
- Headed the entire project development lifecycle, from idea through delivery, ensuring that final products fulfill customer requirements and adhere to ISD principles.
- Established standards and course development criteria and spearheaded the work of a team of Instructional Designers and Virtual Event Producers.
- Introduced a course development program and content management system and oversaw the yearly course/training strategy implementation.

**Instructional Designer**

Controlled the course design process workflow, analyzed course design and applied best practices for delivering training content and materials.

- Recognized for producing the first e-learning programs based on solid instructional design concepts and Articulate Storyline.
- Composed audio scripts, voiceovers, and video clips and provided training solutions to enhance knowledge management through instructor-led training, e-learning, simulation, webinars, and blended learning.

## **Additional Experience**

**Senior Instructional Designer, Global Learning Systems, Bethesda, MD**

**Instructional Designer, SSGI, INC., Annapolis, MD**

**Instructional Designer – Corporate Learning & Development Team, T. Rowe Price, Baltimore, MD**

**Systems Trainer, Legg Mason, Baltimore, MD**