
Teri Courter Warner, PhD

Availability to Interview: No restrictions.

Availability to Start: No restrictions.

Summary

Expert in instructional design using ADDIE, Articulate, Adobe, Microsoft, and TechSmith: Create eLearning, gaming, offline, and classroom training for diverse audiences to enhance skills and job performance.

Proven record of designing innovative learning solutions and instructional materials to meet organizational goals. Skilled at using technology and developing stakeholder relationships for successful training outcomes.

Chronological Work History

Dr. Teri Warner, LLC

June 2023 – Present

Learning Experience Designer

- Design recommendations for training solutions and approaches that include the course design, terminal and enabling objectives, and course storyboard.
- Coordinate with Subject Matter Experts on the key learning points, key performance indicators, business case applications, and evaluations aligned with the scope of work, solutions, and approaches.
- Work closely with Subject Matter Experts on the content to ensure all relevant content is part of the training and meets the learning objectives.
- Create, draft, and develop in-classroom content that includes slides, videos, facilitator guides, participant workbooks, job aids, and post-training evaluations.
- Create, draft, and develop online training that includes game-based learning and web-based learning.
- Collaborate with clients and subject matter experts to deliver learning experiences and materials that address their company's and employees' needs.
- Keep abreast of new methods, approaches, and presentation design best practices used for adult education, which may be incorporated in the organization's training program.
- Technology used: Microsoft Office Suite, Project, and SharePoint; Articulate Storyline and Rise; Adobe Captivate, Illustrator, Photoshop, and InDesign; TechSmith SnagIt and Camtasia; LMS SuccessFactors and Saba Cloud; Kahoot!; Canva; AI applications

PeaceHealth

May 2018 – May 2023

Sr. Instructional Designer (Sr. Training Specialist)

- Collaborated with stakeholders, Subject Matter Experts, leaders, employees, Information Technology, and other instructional designers to analyze, design, develop, implement, and evaluate training solutions and approaches that were interactive, met regulatory requirements and business results, and changed behaviors.
- Led a team of training specialists in discovering and pursuing their passions, resulting in promotions aligned with organizational goals and demonstrating exceptional leadership and talent development skills.
- Led the design and delivery of PeaceHealth's systemwide new caregiver orientation and leadership professional growth programs, leveraging effective time management to ensure seamless execution, and implementing robust post-session measurements to assess program impact and inform leader retention strategies, resulting in enhanced professional growth and capabilities of people leaders across the organization.
- First responder to Microsoft SharePoint and Teams, Adobe Captivate and Connect, Articulate 360, TechSmith SnagIt and Camtasia, Infor Cloud Suite, LMS PeopleFluent software training, assistance, and troubleshooting.
- Monitored, evaluated, and developed reports regarding training activities and program effectiveness.
- Served as the primary point-of-contact and expert in adult learning and training.
- Collaborated with other Learning and Development functions, operational and support departments in system- and department-wide training assessments and curriculum development to achieve strategic goals and initiatives.

- Studied, understood, and kept current on any changes or new healthcare regulatory and Section 508 accessibility training requirements.
- Championed all levels of eLearning and video design, development, management, and reviews.
- Demonstrated proficiency in project management by delivering an aggressive plan while coaching others through their emerging capabilities.
- Applied a blended learning approach to training and development, combining virtual and online learning that led to an 86% business impact rate of participants applying what they learned.
- Maintained, set standards, trained and developed templates that included typography, layout, and general design.
- Technology used (Microsoft Office Suite, Project, Publisher, SharePoint, Access, Visio and Teams; Adobe Captivate, Illustrator, PhotoShop, InDesign, Connect and Premiere; TechSmith SnagIt and Camtasia; Infor CloudSuite; LMS PeopleFluent; Lectora; Reallusion; FarHTML; GitHub; Kahoot!; Canva; PollEverywhere)

FACT - Oregon

August 2016 – August 2017

Instructional Designer

- Leveraged expertise in instructional design and adult learning theories to analyze, design, develop, implement, and evaluate (ADDIE) their current trainings, new trainings, and job aids.
- Designed a standard look-and-feel for their learning content that ensured it was recognized as their content.
- Designed and developed engaging eLearning content that reinforced key concepts.
- Developed, drafted and recommended training materials, presentations, reference manuals, job aids, etc. that were used before, during and after training.
- Maintained thorough knowledge of issues, guiding bodies, etc. for families experiencing disabilities that were incorporated into training solutions.
- Demonstrated ability to manage multiple tasks while remaining adaptable and flexible.
- Technology used: Microsoft Office Suite, Adobe Captivate and Photoshop, GitHub

Intel Corp

June 2005 – June 2016

Sr. Instructional Designer (Human Performance Technologist)

- Coordinated and scheduled with Subject Matter Experts, leaders, and facilitators to set up virtual, classroom, and other training sessions and tracked completions in the Learning Management System.
- Continuously reviewed, revised, recommended and developed various learnings and documentation in SharePoint, wikis, LMS, PeopleSoft systems.
- Analyzed and applied cultural, ethnic, and organizational diversity theory to create, coordinate and manage curriculum development, schedules, training plans, employee continuing education programs.
- Led a team of human performance technology engineers (instructional designers) in developing new skills, spearheading the acquisition of expertise in emerging human performance technologies, resulting in enhanced project outcomes and improved team capabilities.
- Led cross-functional collaboration to advance human performance capabilities, driving a team of instructional designers in collaborating with stakeholders to design and implement a human performance development program using Lean Six Sigma methodology, resulting in a 30% increase in team members' proficiency in human performance analysis and improvement, and a 25% reduction in project timelines.
- Managed and coordinated multiple projects while ensuring timely completion while maintaining high-quality deliverables.
- Supervised up to 25 manufacturing operators to meet 100% production requirements, while effectively managing employee performance through regular feedback, coaching, and development planning to ensure alignment with Intel's and organization's goals and objectives.
- Taught development and design when using various software applications and programs including Microsoft Office, Adobe Creative Suite, and Articulate as well as social media and communications platforms.
- Utilized software applications and programming expertise to assist others in technical issues and

developing next-level efficiencies.

- Identified ways to improve efficiency in operations and implemented process changes.
- Kept abreast of new methods, approaches, and presentation design best practices used for adult education, which may be incorporated in the organization's training program.
- Taught instructional design analysis and evaluation that included templates, best known methods and pitfalls on a variety of SharePoint and wiki sites.
- Owned, managed, developed, and troubleshooted SharePoint and Learning Management sites, libraries, and permission matrixes.
- Applied understanding of technical initiatives and processes into plain language for various content documents.
- Worked collaboratively with support, engineering, and program teams to discuss, plan and execute documentation-specific projects.
- Technology used: Microsoft Office Suite, Project, Publisher, SharePoint, Access, Visio and Teams; Adobe Captivate, Connect, Premiere Pro, FrameMaker, RoboHelp and Photoshop; Articulate Storyline, PeopleSoft; TechSmith SnagIt and Camtasia; Infor CloudSuite; LMS PeopleFluent and Saba; Lectora; Reallusion; FarHTML; GitHub; wiki

Education

Capella University

PhD – Training and Performance Improvement

Completed

Lesley University

Master of Education – Educational Technology

Completed

Colorado State University

Bachelor of Arts – Major: English / Minor: Education

Completed

Mission Community College

Associate of Arts – Liberal Studies (emphasis on Business and Technical Writing)

Completed

Certifications / Trainings / Licenses

Adobe Captivate Specialist

June 2019

Change Management

February 2018

Six Boxes Methodology

July 2008

Return on Investment (ROI) Methodology

June 2007