



Chimere Holman

Instructional Design

PROFILE

Outcome-driven instructional designer with experience designing and developing learning solutions that meet or exceed desired learning outcomes. Experienced in using data and adult learning principles to drive the design and development of instructional activities. Proven ability designing blended learning solutions that change learners' behavior, resulting in positive organizational outcomes. Effective at collaborating with stakeholders and organizational leaders (or SMEs) to meet deadlines by implementing systems to prioritize task and implement feedback according to desired business outcomes. Developer and designer of interactive, engaging and learner-centered curriculum that aligns to learning objectives.

EXPERIENCE

INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST

12/2022 - PRESENT

CATHEXIS

- Design and develop new Section 508 compliant WBT training materials packages, including but not limited to slides, activities, ancillary worksheets/handouts, job aids, and graphics, script and narration.
- Perform analysis of existing course content and/or SME materials to ensure courses remain current, relevant, and adhere to adult learning principles, including alignment of content, learning objectives, engagement, and activities.
- Ensure alignment of style, branding, enabling and terminal learning objectives, knowledge checks, and intermediate activities across multiple curricular products for a consistent product suite.
- Apply adult learning principles to the design and development of all curricular products, (e.g., Mayer's multimedia principles, Gagne's nine events, Kirkpatrick evaluation, etc.) within the ADDIE model of instructional design.
- Track curricular feedback (subject matter experts, policy changes, etc) relevant to assigned courses, including identification and tracking of items that may impact one or more deliverables, modalities, or even courses (cross-walking).
- Cross-collaboration with supervisor and peers to ensure inter-modal alignment of all course content and relevant stylistic elements.
- Proactively track and communicate project status with supervisor, including potential mitigation strategies for when risks jeopardize deliverable timelines.
- Deliver all final deliverables and intermediate builds on time and accurately.
- Attend internal coordination meetings regularly and client meetings as needed to present relevant updates in a factual, concise manner

FREELANCE INSTRUCTIONAL DESIGNER

11/2021 - PRESENT

Holman Instructional Design Services

- Convert existing static PowerPoint decks into engaging and interactive eLearning courses enhance online courses by creating interactive and engaging learning assets.
- Design and develop training content to include instructor-led materials, job aids, multimedia products and other training materials.
- Communicate with SMEs, stakeholders, and organizational leaders to provide milestone and deliverable updates as well as any updates to the timeline.
- Design and develop customized graphics using Photoshop and Canva authoring tools.
- Achieved a 40% increase in productivity by creating a color-coded task structure to manage multiple projects.

EDUCATOR

8/2010 - 7/2022

Spring Independent School District/Houston Independent School District

- Design and develop various job aids and explainer videos to improve the writing instruction for instructors by increasing their knowledge on best practices.
- Designed and developed engaging learner centered activities aligned to organizational outcomes resulting in an increase in mastery from 39% to 81%.
- Utilized backwards planning methodology to ensure instruction met required timeline due dates by adjusting tasks and priorities.
- Analyzed data from evaluations to determine effectiveness and drive upcoming courses.
- Wrote assessments aligned to learning objectives to measure progress and identify remaining learning gaps or learning misconceptions.
- Retrieved and evaluated data from LMS to verify instruction delivery flaws.
- Recommended learning solutions to peer instructors, increasing learners' writing proficiency by 25%.
- Analyzed learners' past performance and implemented a plan of action to ensure instruction led to behavior change and concept mastery.
- Communicated with SMEs, stakeholders, and organizational leaders to provide milestone and deliverable updates as well as any updates to the timeline.
- Enhanced learning experiences by designing and developing interactive learning activities that improved learners' engagement resulting in desired organizational outcomes.
- Utilized feedback/data to update, determine upcoming instructional materials.

CONTACT



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Web

www.chimereholman.com

EDUCATION

2005

SAM HOUSTON STATE
University

2022

APPLIED INSTRUCTIONAL
DESIGN ACADEMY (AIDA)

Instructional Design and eLearning
Development

SKILLS

Camtasia	Backwards Design
Vyond	Agile Methodology
Articulate 360	ADDIE
Well Said Labs	vILT/ILT
PowerPoint	Action Mapping
Doodly	Blended Learning
Powtoon	Design Documents
Canva	Storyboard