

Anya Garman

CONTACT

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SUMMARY

Instructional Designer specializing in eLearning with 15+ years of experience building engaging learner-focused training. Skilled in balancing creativity with a tech forward approach.

SKILLS

- LLM, GenAI, ChatGPT, Gamification
- Cornerstone (LMS)
- Project management
- Audio and video editing
- Office Suite, Articulate 360, Captivate, Camtasia, Photoshop, and SnagIt.

CERTIFICATIONS

Generative AI as a Learning Design Partner
University of Michigan

EDUCATION

M.A. Industrial Organizational Psychology
California State University, Long Beach

B.A. Psychology
California State University, Long Beach

B.A. Anthropology
University of California, Irvine

REFERENCES

Available upon request

EXPERIENCE

Training Consultant 2013- Current

- Collaborated with Subject Matter Experts to develop technical training content in Articulate360. Including the use of Articulate's AI Suite.
- Updated materials to reflect new safety protocols that are compliant with legal standards.
- Developed narrative scripts and using a combination of voice actors and AI-generated text-to-speech.
- Coordinated with Spanish translators to adapt course materials and eLearning accurately.
- Updated training materials to enhance engagement and relevance for modern learners.
- Designed eLearning materials incorporating gamification and mobile accessibility features.

Sr. Courseware Developer 2011- 2012

Invensys Operations Management | Lake Forest, CA

- Created training manuals, audio/video components, and support materials for sales and software courses.
- Collaborated with cross-functional teams and SMEs to ensure content accuracy and adherence to project deadlines.
- Assisted developers with audio and video editing using Camtasia and Dreamweaver.
- Oversaw project development for overseas design teams to maintain quality standards.
- Provided troubleshooting and streamlined processes for operations team regarding Cornerstone LMS.

Manager Corporate Learning 2008- 2010

Apria Healthcare | Lake Forest, CA

- Managed the design team and reduced overall expenditures, while boosting productivity through process improvements and tool enhancements.
- Fostered communication and collaboration, resulting in decreased employee turnover.
- Oversaw deployment of Cornerstone OnDemand LMS for comprehensive training delivery.
- Worked with cross-functional teams to develop large scale curriculum and communication plans to meet compliance and systems training needs.
- Collaborated with Human Resources, Ethics & Compliance, and the Legal department to ensure training met federal requirements.
- Created courses and supporting materials, including job aids, guides, and quizzes for compliance training.

Additional Work History

Instructional Designer Independent Contractor 2005- 2008

- Conducted onsite evaluations of training programs, delivering coaching to trainers and actionable recommendations. Served as liaison among trainers, trainees, and management to facilitate 360-degree feedback implementation.
- Updated training materials to incorporate new technologies and consumer account access.
- Revamped customer service training programs to better align with consumer expectations.
- Reviewed existing materials for adherence to company policies and legal requirements.
- Developed transition training materials for merged institutions, covering software, policies, and compliance issues.
- Collaborated with clients to create classroom and computer-based training for mortgage lending and small business credit.

Graduate Intern CODESP | Huntington Beach, CA | 2004- 2005

- Created comprehensive training manuals for CATS software to assist district personnel in software utilization.
- Designed testing materials for district to facilitate new employee selection and current employee certification.
- Produced parallel test versions and performed detailed item analysis for Instructor Aid certification under No Child Left Behind Act and developed targeted test questions to address gaps in the existing item bank.

Graduate Assistant CSULB | Long Beach, CA | 2003-2004

- Tutored students in statistical analysis and research design for enhanced understanding.
- Evaluated and graded research papers, offering constructive written and verbal feedback.
- Developed lab sessions focusing on data input and statistical analysis techniques.
- Mentored aspiring graduate students to foster academic growth and interest.

Lab Assistant Golden West College | Huntington Beach, CA | 2001-2002

- Executed proper laboratory procedures, including preparation, experimentation, sterilization, and classroom demonstrations.
- Maintained stockroom organization and accurate inventory levels.
- Demonstrated advanced techniques in dilution, molarity calculations, and titration.

Substitute Teacher Long Beach Unified School District | Long Beach, CA | 1999- 2001

- Conducted laboratory and discussion sections while developing lecture materials for long-term substitution roles.
- Fostered a safe, collaborative learning environment prioritizing teamwork and mutual respect.

Trainer/Waitstaff Olive Garden | Huntington Beach, CA | 1997- 1999

- Facilitated training for new and recently promoted employees.
- Emphasized importance of customer satisfaction and high service standards.
- Instructed trainees on proper food handling techniques in fast-paced environments.
- Promoted effective time management strategies to enhance operational efficiency.