

# Alvin E. Lawrence

Director of Learning Experience Design

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Dynamic Learning Experience Director with 14+ years of experience specializing in instructional design, project management, and technology integration for enhanced learning outcomes in multiple industries.

## Work Experience

### Director of Learning Experience Design

Feb 2017 - Present

*Diamond Information Systems*

- Developed a customer solution model integrating learning strategies and technology, securing \$1.6M in projects and fostering cross-functional partnerships and consistent, high-quality delivery.
- Streamlined learning program development processes for Training Solutions team through strategic application of contract lifecycle management, resulting in significant cost savings and improved timelines.
- Demonstrated expertise in learning experience design to deliver training initiatives that focused on multiple human-centered use cases, enhancing the learner experience and increasing engagement by 23%.
- Enhanced project delivery metrics and consultant readiness by streamlining onboarding processes for new hires, equipping them with necessary skills for complex projects.
- Enhanced employee compliance with information security policy by creating training using advanced course authoring tools, resulting in improved data protection practices.

### Lead Learning Experience Designer

May 2016 - Feb 2017

*Diamond Information Systems*

- Advanced course catalog by designing and implementing 20 learning modules that reached 87,000 employees, reinforcing strategic initiatives and enhancing skills
- Boosted operational efficiency by innovating job-aid creation software automation, facilitating efficient client implementation, and saving 1,224 labor hours and contributing to SaaS product offerings.
- Set new quality standards for digital learning by producing content featured on the Treasury intranet, enhancing accessibility and setting precedents for future training materials.

### Learning Consultant

Sep 2014 - May 2016

*Wells Fargo*

- Achieved over \$1M in labor savings by streamlining training processes through the acquisition and implementation of Assima software, enhancing training efficiency
- Improved legal and procedural compliance by designing 15 compliance courses, enhancing compliance and regulatory adherence through effective stakeholder engagement
- Produced a training video for a virtual environment, boosting collaborative learning and customer service.

### Manager of Training, Learning and Development

Aug 2013 - Sep 2014

*Bechtel*

- Improved the learning management system's functionality for 25, 000 employees by managing the migration of 1, 300 courses to AICC, enhancing system reliability
- Demonstrated proven ability to effectively lead senior instructional designers, applying team-oriented, collaborative strategies along with communication skills to enhance psychological safety and produce high-quality products.
- Maintained course effectiveness and relevance by applying detail oriented problem solving skills to oversee the rapid implementation and continuous updates of 184 courses, ensuring a sustained educational impact

- Led the redesign of Bechtel University's landing page, improving functionality and user experience for 25,000 employees through effective cross-functional collaboration and stakeholder feedback.

## **Senior Learning Experience Designer**

Mar 2011 - Aug 2013

*Bechtel*

- Developed an award-winning ELearning course, The Rigging Simulation, raising awareness of safety issues and reducing operational errors through behavioral change and learning.
- Elevated learning outcomes by implementing the ADDIE model across 20 product offerings, ensuring engaging and high-quality educational experiences that significantly advanced the learning and development field.
- Aligned learning with organizational goals by producing an animated video for True Learning, integrating learning with organizational psychology, resulting in strategic educational advancements.
- Demonstrated ongoing commitment to professional growth and industry leadership by actively participating and presenting at ATD TechKnowledge and mLearnCon, enhancing personal and professional skills through these engagements.

## **Core Skills**

Strategic Planning, Program Management, Instructional Design, Adobe Creative Suite, Course Authoring, Video Production, Microsoft Office 365, Camtasia, GoToMeeting, Authoring Tools, LMS

## **Education**

### **Arizona State University**

**Master of Science** Information Technology

### **University of Advancing Technology**

**Bachelor of Arts** Multimedia

## **Certificates**

### **Project Management Professional (PMP)**

*PMI Institute*

### **Certified Scrum Product Owner (CSPO)**

*Scrum Alliance*