

# Cynda Fickert

## Instructional Designer/eLearning Developer

Prattville, AL | [Email](#) | [LinkedIn](#) | [Portfolio](#)

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### Professional Summary

Innovative instructional designer and eLearning developer, adept at transforming static, one-dimensional content into engaging, effective learning solutions to meet business goals. Skilled at designing and developing learner-centered experiences using ADDIE, SAM and adult learning theories. Experienced in conducting needs analysis to identify learning gaps and determine learning objectives to drive behavior changes. Effective at communicating with stakeholders and subject matter experts (SMEs) to establish timelines, set project goals, and achieve organizational objectives.

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### Technical Skills and Strengths

Articulate Storyline and Rise 360 | dominKnow | Vyond | Camtasia | Canva | Audacity | Zoom | LMS | Slack | Trello | Vimeo | WellSaid Labs | Microsoft Office | Animoto | Google Suite | Virtual Instructor-Led Training (VILT)

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### Recent Instructional Design Education and Experience

#### Applied Instructional Design Academy

1/2022-10/2022

- Designed and developed engaging, learner-centered modules using Articulate Storyline, Rise, Vyond and Camtasia
- Created design documents and storyboards for modules and collaborated with subject matter experts (SMEs) to ensure development met organizational objectives
- Credentials Earned (Click links for details):
  - ✓ [Applied Instructional Design](#)
  - ✓ [eLearning Development](#)
  - ✓ [Articulate Storyline](#)
  - ✓ [Articulate Rise](#)
  - ✓ [Instructional Design](#)
  - ✓ [Techsmith Camtasia](#)
  - ✓ [Vyond](#)
  - ✓ [Virtual Instructor Led Training](#)

#### DesignxHumanity (Volunteer)

04/2021 – 07/2021

- Collaborated with SMEs to develop instructor-led training (ILT) and virtual instructor-led training (VILT) using dominKnow authoring tool
- Developed engaging microlearnings to reach a wider audience and ensure accurate content aligned to business targets

#### The University of Texas at Austin, Austin, TX

08/2014-12/2019

- M.Ed., Curriculum and Instruction
- Specialization: Learning Technologies

#### Emerson Human Capital (Internship)

05/2017 – 08/2017

- Designed and developed effective onboarding solutions aligned to organizational goals utilizing adult learning principles and Storyline 360

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## Prior Education

### Columbus State University, Columbus, GA

08/2000-12/2002

M.Ed., Middle Grades Education

Specialization: Mathematics

### Berry College, Rome, GA

08/1987-12/1991

B.S. Middle Grades Education

Specialization: Mathematics

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## Prior Work Experience

### College of Education Facilitator

University of Texas at Austin, Austin, TX

01/2016 - 01/2017

- Mentored new employees by providing on-the-job training, observing performance, providing feedback and offering resources to support growth and understanding of business goals

### Instructor

Wiregrass Math and Science Consortium, Troy University, Troy, AL

05/2015 - 07/2015

- Led the end-to-end production of ILT and VILT for over 50 participants
- Based on needs analysis, created engaging, relevant eLearning modules designed to increase participant use of open source, collaborative tools in K-12 settings
- Six-month survey data demonstrated a 126% increase in collaborative tool use in instruction

### Instructor

Auburn City Schools, Auburn, AL

08/1996 – 05/2014

Floyd County Schools, Rome, GA

08/1992 – 07/1996

- Designed and developed materials for train the trainers to increase engagement, participation, and knowledge retention using adult learning principles
- Managed teams to assess organizational needs, meet timelines, and report to stakeholders
- Recommended learning solutions that would increase curriculum effectiveness to company stakeholders
- Modified existing training strategies and learner materials to better align with learning objectives and desired outcomes
- Evaluated learner's progress through knowledge checks and quizzes to determine the effectiveness of the course
- Analyzed assessment data to continuously improve learner materials and drive the execution of upcoming content