

Cynda Fickert

Instructional Designer/eLearning Developer

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

PROFESSIONAL SUMMARY

Innovative instructional designer and eLearning developer, adept at transforming static, one-dimensional content into engaging, effective learning solutions. Skilled at designing and developing learning experiences using ADDIE, SAM and using 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.

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

DESIGN AND DEVELOPMENT SKILLS

- Designed and developed effective onboarding solutions aligned to organizational goals utilizing adult learning principles and Storyline 360
 - Collaborated with subject matter experts (SMEs) to design and develop instructor led training (ILT) and virtual instructor led training (VILT), using SME feedback to ensure accurate content aligned to business targets
 - 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
 - Led the end-to-end production of ILT and VILT for over 50 participants
 - Designed and developed materials for train the trainers to increase engagement, participation, and knowledge retention using adult learning principles
 - Developed learner-centered VILT modules and engaging microlearnings to reach a wider audience using dominKnow
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Leadership and Mentoring

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

Instructional Designer

DesignxHumanity (Volunteer)

2021

Emerson Human Capital (Internship)

2017

Research Assistant

University of Texas at Austin, Austin, TX

2016-2017

College of Education Facilitator

University of Texas at Austin, Austin, TX

2016-2017

Instructor

Auburn City Schools, Auburn, AL

1996-2015

Floyd County Schools, Rome, GA

1992-1996

EDUCATION

Applied Instructional Design Academy (2022)

[Applied Instructional Design Credential](#)

[eLearning Development Credential](#)

[Articulate Storyline Credential](#)

[Articulate Rise Credential](#)

[Instructional Design Credential](#)

[Techsmith Camtasia Credential](#)

[Vyond Credential](#)

The University of Texas at Austin, Austin, TX (2020)

M.Ed., Curriculum and Instruction

Specialization: Learning Technologies

Columbus State University, Columbus, GA (2002)

M.Ed., Middle Grades Education

Specialization: Mathematics

Berry College, Rome, GA (1991)

B.S. Middle Grades Education

Specialization: Mathematics