

Renata Cole

Instructional Designer | Curriculum & E-Learning Design

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Core Competencies

- ADDIE & SAM Frameworks
- Curriculum & Course Design
- Learning Needs Analysis
- Objective & Assessment Design
- Storyboarding & Scriptwriting
- Branching Scenario Design
- SCORM / xAPI Compliance
- SME & Stakeholder Facilitation
- UDL & WCAG Accessibility
- Agile Project Management

LMS & Authoring Tools

Articulate Storyline 360 Rise 360
Adobe Captivate Canvas LMS Moodle
Cornerstone OnDemand Camtasia
Vyond Figma Nimbus Office

Certifications

- Certified Instructional Design Professional (CIDP)
- Articulate Storyline 360 Advanced Certificate
- Quality Learning Design Certificate

Education

M.Ed., Instructional Design & Technology

Meridian State University, 2017

B.A., English

Apex College, 2014

Professional Summary

Instructional Designer with 8+ years designing ADDIE- and SAM-driven learning experiences for onboarding, compliance, and product-adoption programs. Skilled in translating SME knowledge into scenario-based e-learning, branching simulations, and blended curricula that measurably improve completion and performance. Comfortable owning a course from needs analysis through SCORM/xAPI deployment and LMS analytics review.

Professional Experience

Senior Instructional Designer

Mar 2022 – Present

Nexa Learning Solutions, Portland, OR

- Redesigned the 40-hour new-hire onboarding curriculum using ADDIE, cutting time-to-productivity from 6 weeks to 3.5 weeks across 300+ annual hires.
- Applied the Successive Approximation Model (SAM) to rapid-prototype a 12-module SCORM compliance suite, shrinking production cycles from 10 weeks to 4.
- Directed 2 associate designers and 3 SMEs; introduced a peer-review rubric that cut review-cycle rework by 35%.
- Migrated 85 legacy Flash courses to Articulate Storyline 360 and xAPI, restoring full completion analytics inside the LMS.

Instructional Designer

Jul 2019 – Feb 2022

Synapse EdTech, Remote

- Designed and developed 25+ self-paced e-learning courses in Storyline 360 and Rise, averaging 92% learner satisfaction.
- Converted release notes into scenario-based microlearning with product SMEs, lifting feature-adoption rates 18% within one month of launch.
- Built a 4-course certification pathway with capstone assessment, adopted by 1,400+ external customers in the Cornerstone LMS.

Learning & Development Associate

Aug 2017 – Jun 2019

Vertex Corporate University, Austin, TX

- Ran ADDIE-based needs analyses across 6 business units, turning survey and interview data into training recommendations.
- Authored facilitator guides and job aids for a 3-day leadership workshop delivered to 200+ managers annually.
- Administered the Moodle LMS – enrollment, reporting, and SCORM QA – for a catalog of 150+ courses.

E-Learning Portfolio Highlights

- **Onboarding Reimagined** – branching-scenario onboarding course (Storyline 360) that reduced new-hire ramp time by 42%.
- **Data Privacy Micro-Certification** – 4-part xAPI-tracked compliance series with embedded knowledge checks; 96% first-attempt pass rate across 2,600 learners.
- **Leadership Foundations Toolkit** – blended ILT and e-learning leadership program adopted across 3 business units.