

Christopher D. Lepine

Senior Learning and Performance Strategist

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Links: [Portfolio](#) | [LinkedIn Profile](#) | [References](#)

Career Summary

A results-driven, evidence-based, performance-focused consultant with a track record of enhancing human performance, development, and education with skillful consultation and design; a well-seasoned, highly reliable, organized, and affable professional with over 15 years experience in the private sector with information and multimedia technologies, adept at optimizing learner experience and performance.

Work Experience / Instructional Strategist

7/20 – Current **Equinix** (Redwood City, CA | [website](#)): Senior Instructional Designer - (Fixed Term) Leading global provider of cloud computing equipment space, interconnection, and integration. Equinix provides the world's largest ecosystem of people, clouds, data, and things with over 200 data centers on 5 continents.

- Consult with clients on performance and knowledge goals.
- Formulate digital performance and learning strategies and solutions.
- Build digital learning and performance solutions

1/16 – 6/20 **GP Strategies Corporation** (Bloomington, IN | [website](#)): Senior Instructional Designer Leading global performance improvement firm with very significant longevity and reach into multiple global governmental and private sector markets.

- Consult with clients on performance and knowledge goals.
- Formulate digital performance and learning strategies and solutions.
- Support strategic talent development, competency definition, and curriculum design.
- Support leadership and sales development.
- Support instructional designer development.
- Provide thought leadership for GP strategies.
- Conduct high-level training needs analyses.
- Craft performance solution system designs.
- Lead learning and development teams to meet client goals with a wide array of training and performance support products across diverse modalities.
- Engineer curriculum designs and learning paths for a variety of audiences.
- Specify high-level designs for training and other knowledge components.
- Formulate detailed designs, writing, and scripts for eLearning, ILT, vILT and other training, as well as performance support tools and systems and emerging technologies.

Clients and Examples

- [General Motors](#): Conducted extensive performance analysis and defined and designed digital and user experience solutions for sales consultants. Designed training deployed to over 140,000 employees.
- [Electric Boat/General Dynamics](#): Provided learner experience and curriculum designs and consultation for multiple departments for software training for Navy submarine manufacturing.
- [Gulfstream Aerospace/General Dynamics](#): Provided class and immersive simulation designs for project manager development.
- [National Grid](#): Designed solution system for key systems training. Assisted with aviation department curriculum design.
- [Cigna-HealthSpring](#): Carried out a comprehensive analysis and designed a high-level, multi-role curriculum of over 45 learning components/courses to improve onboarding for all employees.
- [Cigna-HealthSpring](#): Led a team to create a generic onboarding program.

3/11 – 1/16

Independent Consultant (Newark, DE | [website](#)): Senior Instructional Designer Consulting and development engagements for eLearning, blended solutions, technical training, immersive simulations, and instructor-led training.

Training Needs Analysis

- [Seagate Technology](#) (Clarity Consultants): Conducted an enterprise-level needs analysis and provided high-level design for a training initiative for 21,000 employees.
- [Bank of America](#) (GP Strategies): Conducted a number of intensive analyses and high-level designs for key lines of business.
- [Millennium Pharmaceuticals](#) (Clarity Consultants): Conducted an analysis, then designed and prototyped an innovative, evidence-based software training and performance support system.

Design and Development

- [Bristol-Myers Squibb](#) (PDG): Co-designed and developed a 4.5 hr. ILT instructional design workshop for Learning Managers, Directors, and IDs.
- [SunTrust Bank](#) (PDG): Designed and developed a vILT capstone banking associate training course.
- [W.L.Gore & Associates](#): Consulted on and formulated improved HR hiring team blended training deliverables for leading multinational materials and engineering firm.
- [Project Management Institute](#): Designed a full spectrum of offerings to meet client performance and educational needs: eLearning, knowledge-building, blended, vILT, and immersive simulations.
- [State Farm](#) (Cara Consultants): Created interactive, application-based eLearning module for new agency associates.
- [Kaplan, Inc.](#): Co-designed medical terminology course for major international education firm.
- [Kaplan, Inc.](#): Designed and built automated item analyses data preparation and reporting system for major international education firm.

3/13 - 4/15

Project Management Institute (Newtown Square, PA | [website](#)): Instructional Designer II Leading international project management standards, career development, and advocacy group. Over 500,000 members in over 200 countries.

Design and Development

- Worked with clients and performed full ISD process, including loading my courses to the LMS. Designed a full spectrum of offerings to meet client performance and educational needs: webinars/classes, presentations, eLearning; knowledge-building, blended, vILT, and immersive simulations.
- Consulted on internal technical projects involving LMS, digital asset management system, and eLearning authoring tools.
- Managed eLearning with vendors, voice over artists, and photography.
- Proposed innovative approaches and products.
- Designed and developed project management training, including Agile.

7/09 - 3/11

Christiana Care (Wilmington, DE | [website](#)): Senior Instructional Designer Healthcare system of hospitals, clinics, and primary care physicians. Determined strategy and design for instructor-led, eLearning, and performance support offerings.

Performance and Training Needs Analysis

- Created immersive simulation for injury prevention for 11,000 learners.
- Created numerous innovative eLearning courses.
- Created software performance support and training prototypes: website, manuals, job aid, and eLearning course for 4,500 learners.

Design and Development

- Created new leadership development session methodology.
- Developed innovative uses of instructional technology in eLearning courses.

- Envisioned and implemented instructional and technology upgrades to 21 mandatory education eLearning courses for 18,000 learners.
- Managed a team to develop an educator competency model.
- Facilitated a team to improve mandatory education policy and processes.

8/05 - 6/09

Nemours Foundation (Wilmington, DE | [website](#)): Instructional Designer
Children's healthcare system of hospitals, clinics, and primary care physicians.

Performance and Training Needs Analysis

- Performed full ISD lifecycle to create customer service and service recovery performance support and training offerings for major clinic.
- Helped develop Nemours project management certification program.
- Created numerous eLearning modules including communication, compliance, safety, etc., for audience of about 4,300 staff.

Design and Development

- Developed eLearning methodology and templates for hospital EMR rollout to about 2,500 staff.
- Formulated and managed an instructional technology upgrade project for learning organization.
- Managed a team to submit a winning entry for ASTD BEST award in 2007 for Nemours.

1/05 - 5/05

American Red Cross (Washington, DC | [website](#)): Instructional Design Intern
Analyzed national technical training methodology, formulated instructional strategy, created a course format template, and updated job aids.

Design

- Created software training methodology that affected over 850 national chapters and thousands of users.

11/03 - 1/05

American Cancer Society – South Atlantic Division (Baltimore, MD | [website](#)):
Instructional Design Volunteer
Developed instructional strategy, a training prototype, integrated a CMS, and developed job aids for CSRs.

Performance and Training Needs Analysis

- Envisioned and formulated training program for cancer information specialists serving GA, SC, NC, WV, DC, MD, and DE

Work Experience / Sales Consultant

1995 - 2003

(Summary) (Boulder, CO and Wilmington, DE): Sales Consultant

Needs Analysis

- Conducted needs analyses and formulated solutions.
- Interfaced with clients in many industries: information technology, building controls and automation, computer hardware, new media, healthcare, heavy industry and mining, and power generation.

Design and Development

- Created and delivered software training.
- Formulated marketing strategy, managed marketing databases, and prospected for new clients.
- Wrote web site copy, news releases, case studies, brochures, advertising, direct mail, and proposals.

Work Experience / Public Educator

1986 - 1994

Boulder Valley Public Schools and **St. Vrain Valley Public Schools** (Boulder and Longmont, CO): Elementary School Teacher

Design, Development, and Delivery

- Interpreted curriculum.
- Analyzed learners.
- Designed, created, and delivered education.

Experience / Skills**Instructional Design and Project Management**

- Consulting
- Proposals
- Performance Analyses
- Competency Design
- Training Needs Analyses
- Objectives and Test Items
- Instructional Strategy
- System Specifications
- Design Concepts and Prototypes
- Still and Video Photography
- Technical Writing
- Learning Products / Workbooks
- Participant Guides / Facilitator Guides / Materials / WBT / eLearning Modules / Immersive Simulations
- User Manuals / Job Aids
- Project Management
- Instructor-led Training
- Workshop Facilitation
- Case Studies Writing
- Voice Overs / Audio

Software

- Captivate
- Lectora
- Camtasia
- SnagIt
- HTML
- OnDemand
- Audacity
- Saba LMS
- WebCT CMS
- Articulate
- Articulate Storyline
- Adobe Connect
- Adobe Presenter
- Adobe Dreamweaver
- Adobe RoboHelp
- Adobe InDesign
- Adobe Photoshop
- Adobe Acrobat Pro
- Microsoft Project
- Microsoft Office Suite
- Microsoft SharePoint
- Microsoft Visio
- Adobe Premiere

Education

2020 **Modern Learning Champion Certificate:** GP Strategies Corporation
 2005 **M.Ed.**, Educational Technology - GPA: 3.97: University of Delaware
 2005 **Instructional Design Courses** - GPA: 4.00: San Diego State University
 1986 **Colorado Type A Certificate**, Elementary Education: University of Colorado
 1984 **Bachelor of Arts**, Psychology/Anthropology: University of Colorado

Affiliations

- eLearning Guild Member