BRIAN K LANGFORD, M.Ed.

Training & Development Consultant and Instructional Designer
bklangford@gmail.com | LinkedIn | Portfolio | (480) 242-4053

Experienced | Self-starter | Innovative | Skilled

With over ten years of experience in Instructional Design and Training & Development, I have demonstrated success in delivering training needs for new hires, employees, managers, senior leaders and executives throughout the employee lifecycle for both private industry and public institutions. I have experience in the health care and wealth management industries as well as in the University setting. I subscribe to the ADDIE model of training development, Backwards Design, BLOOM's learning taxonomy, Kirkpatrick's evaluation model, Knowles principles of adult learning and the EDGE method of training. I have three goals when creating training: first is to discover what the desired outcomes are, second is to determine how to measure success, and third is to create training that leads to the desired outcomes. I am skilled in the use of several e-learning technologies and systems as well as multi-media software to enrich the learning experience with images, audio and video. I love my profession and look for ways to exceed the expectations of my employer.

PROFESSIONAL SKILL SETS

- **Front-End Analysis and Project Planning**
- **Instructional Theories and Design Models**
  - Adult Learning (Knowles, Bloom, Gagne)
  - ADDIE, Backwards Design and Rapid Prototyping
- **Training Design and Development**
  - Synchronous/Asynchronous Learning (online and in-person)
  - e-Learning Curriculums and Courses
  - Multimedia (images, video, animation, audio)
  - Scripting and Storyboarding
  - Curriculum development and integration
  - 3rd Party Vender partnerships and system implementation
  - Assessments (Kirkpatrick)
  - Subject Matter Expert (SME) collaboration
- **E-Learning Software** *(see below)*
- **LMS Administration**
  - Data Feed / User Management
  - Platform / User Experience Design
  - Course, Material, Event management
  - Retiring and Onboarding new LMS to company
- **Performance Management**
  - Goal Setting, Mid-Year& Annual Performance Reviews and Compensation Planning
  - 360 Assessments

COMPUTER SKILL SETS

- **e-Learning Software:** Adobe Captivate, Articulate Storyline, Camtasia, Lectora, PowToons
- **Multimedia Design Software:** Photoshop, Illustrator, Acrobat DC, Audition, Dreamweaver, Muse, InDesign, Premiere Pro, After Effects, Character Animator
- **Learning Management Systems (LMS):** Cornerstone, Canvas, Blackboard, New Classroom, Moodle
- **Microsoft 365 Suite:** Word, Excel, PowerPoint, OneNote, Outlook; SharePoint, MS Teams, Forms, Power App, Power Automate
- **Hardware & Software**: PC (operations, repair and installation), Camera & Audio equipment
- **Other:** Zoom, Snagit, NVDA, VitalSource, Cisco WebEx, Skype, Dropbox, MindMeister

WORK EXPERIENCE*

Osaic (Advisor Group) | Training & Development Consultant | March 2019 – Sept 2024
- Supported the Human Resource department to create and manage New Hire, Employee, Manager, and Leadership training solutions.
- Designed, developed and implemented online virtual and in-person training and events.
- Managed the Cornerstone LMS system.
- Created and maintain SharePoint content and pages.
- Supported other departments with training projects for employees and clients.
- Served as 'Employee Activities Committee Leader' for the Home Office.

Arizona State University | Instructional Designer | July 2018 – February 2019
- LMS migration management from Blackboard to Canvas.
- Early Childhood Education, iCourse, and Continuing Professional Education development and implementation.
- Update materials to meet ADA requirements.
- Design of the Canvas student experience.

University of Phoenix | Instructional Designer | Jan. 2015 – July 2018
- Create new and revise existing courses for School of Health Services Administration (SHSA) programs.
- Collaborated with deans, subject matter experts, industry experts, multimedia specialists and others to design and develop curriculum.
- Evaluated faculty, student and industry data to determine what materials, resources and activities ought to be included for a better student experience.
- Created workplace ready assignments to better prepare students to enter the work force.

- Developed topics, objectives and student learning outcomes to ensure alignment and continuity throughout each course and program.
- Consult with publishers, businesses, associations and organizations to identify relevant and accessible resources.
- Incorporated accessible (ADA) components into student and faculty materials LMS course builds.

Sedona Learning Solutions | Instructional Designer | Nov. 2013 – Jan. 2015
- Designed, developed, and implemented custom e-learning modules for hospitals, clinics and other health care organizations around the country.
- Provided training and support to hospital and office-based clinical and administrative staff.
- Covered topics such as EMR/EHR, CPOE, decision-support tools, medical devices, and administrative systems.

* Additional work experience available upon request

EDUCATION

MAEd, Adult Education and Training (e-Learning Design Technologies)
University of Phoenix **|** Phoenix, AZ | August, 2013

BA, History (Minors: Religion, Anthropology)
Arizona State University **|** Tempe, AZ | July, 2008

AA, Social Sciences
Mesa Community College | Mesa, AZ | May, 2005

LANGUAGES
- English
- Spanish (Intermediate proficiency)

REFERENCES

Larry Fisher
Human Resources Executive | Leadership Development | Human Capital Management
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