

# Brian Keith Langford, M.ED.

Training & Development Professional and Instructional Designer

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Experienced Training & Development professional and Instructional Designer with over ten years of success delivering training courses and programs for clients, new hires, employees, managers, and leaders across private and public sectors. Focused on creating impactful training, measuring success and achieving desired outcomes. Expert in e-learning technologies and multimedia software to enhance learning through images, audio, and video. Passionate about exploring innovative solutions and exceeding expectations in training delivery. English and Spanish speaker.

## AREAS OF EXPERTISE

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Training and Development | Instructional Design | Front-End Analysis | Project Planning | Instructional Theories | Design Models | Adult Learning (Knowles, Bloom, Gagne) | ADDIE | Backwards Design | Rapid Prototyping | Synchronous and Asynchronous Delivery | Multimedia and Graphic Design (images, video, animation, audio) | Video Development | Scripting | Storyboarding | Curriculum Development | Intranet Creation and Management | Vendor Partnerships | System Integrations | Kirkpatrick Model | 360 Assessments | eLearning Software | LMS Administration | Performance Management | New Hire Onboarding | Succession Planning | Content Development | SaaS | Self-Guided Learning

## TECHNOLOGY SKILLSETS

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**e-Learning Software:** Adobe Captivate, Articulate Suite (Storyline, Rise, Review), Camtasia, Lectora, PowToons, SCORM  
**Graphics & Multimedia:** Adobe Creative Suite (Photoshop, Illustrator, Acrobat DC, Audition, Dreamweaver, Muse, InDesign, Premiere Pro, After Effects, Character Animator)  
**Learning Management Systems (LMS):** Cornerstone, Reg Ed, Canvas, Blackboard, New Classroom, Moodle  
**Microsoft 365:** 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

## PROFESSIONAL EXPERIENCE

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Training & Development Consultant | **Osaic** | Scottsdale, AZ | March 2019 - September 2024

- ADDIE'd e-learning and in-person training events and programs for new hires, employees, managers, leadership and clients, supporting organizational growth and development.
- Analyzed learning needs with stakeholders and aligned project to training objectives for adult learners.
- Onboarded and managed Cornerstone Learning Management System (LMS) for training delivery and tracking.
- Collaborated across departments to design and execute employee and client training projects.
- Created and managed employee intranet site on SharePoint.
- Created and managed Performance Management training and events including goal setting, performance reviews, and compensation planning.
- Led the Employee Activities Committee (EAC) for the home office organizing social events, promoting employee wellness, recognizing employee achievements and supporting community involvement.

Instructional Designer | **Arizona State University** | Glendale, AZ | July 2018 - February 2019

- Successfully migrating education programs from Blackboard to Canvas LMS, ensuring a seamless transition and improved user experience.
- Guided the development and implementation of Early Childhood Education, iCourse, and Continuing Professional Education programs, driving educational innovation and accessibility.
- Updated course materials to fully comply with ADA requirements, enhancing accessibility for all learners.
- Designed and optimized the Canvas student experience, creating an intuitive and engaging learning environment to boost student outcomes.

Instructional Designer | **University of Phoenix** | Phoenix, AZ | January 2015 - July 2018

- Directed curriculum development and revision for School of Health Services Administration programs, collaborating with deans, subject matter experts, and industry professionals to ensure cutting-edge, relevant content.
- Analyzed multifaceted data from faculty, students, and industry to optimize course materials, resources, and activities, significantly enhancing student experience and learning outcomes.
- Designed and implemented workplace-ready assignments and ADA-compliant course components, bridging the gap between academic learning and professional requirements in the health services sector.
- Developed course frameworks, including topics, objectives, and student learning outcomes, while cultivating partnerships with publishers and organizations to integrate current, accessible resources into the curriculum.

Instructional Designer | **Sedona Learning Solutions** | Phoenix, AZ | November 2013 - January 2015

- ADDIE'd custom e-learning modules for hospitals, clinics, and other healthcare organizations in the US, delivering training and support to hospital and office-based clinical and administrative staff.
- Delivered training for EMR systems (Cerner, Epic, McKesson), CPOEs, decision-support tools, medical devices, and administrative systems.
- Cerner EMR training modules focused on compliance, clinical workflows, and healthcare IT.

**EDUCATION**

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M.Ed, **Adult Education and Training** | University of Phoenix | Phoenix, AZ | GPA: 3.35 | 01/2012 – 08/2013

BA, **History**, Minors in Religion and Anthropology | Arizona State University | Tempe, AZ | GPA: 3.25 | 08/2005 – 06/2008

AA, **Social Sciences** | Mesa Community College | Mesa, AZ | GPA: 3.5 | 08/2003 – 05/2005

**REFERENCES**

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**Andrea Dircks Larsen**

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