

Karen Johnson

Instructional Designer

Summary

Instructional Designer with over 7 years of experience crafting innovative and engaging training solutions across various formats, including e-learning and in-person sessions. Skilled in utilizing tools like Storyline, After Effects, and Adobe Creative Cloud to enhance learning experiences and improve employee performance. Passionate about fostering collaboration and bridging skill gaps through creative instructional design.

Employment history

Instructional Designer, Media Developer

GPStrategies, Columbia, MD, May 2024-August 2024

Developed training programs for Navy submarine operations, ensuring high-security content compliance.

- Enhanced Navy submarine training, boosting operational efficiency and readiness.
- Collaborated with Learning Analysts to meet Lockheed Martin's Electric Boat deadlines, ensuring timely project completion.
- Crafted comprehensive training materials, including design documents, facilitator and participant guides, and assessments.
- Developed engaging online submarine training modules using Storyline and Captivate, improving learner retention.

eLEARNING INSTRUCTIONAL DESIGNER I

GEICO, Chevy Chase, MD - November 2016-October 2023

Guided teams of Stakeholders and Subject matter experts through design, development, and evaluation, enhancing collaboration and project outcomes.

- Crafted courses for 40,000+ associates using ADDIE and adult learning principles, improving learning outcomes.
- Pioneered gamification in eLearning, reducing slip and fall accidents by 40% and achieving 90% engagement, revolutionizing safety training methods.
- Led animation and gamification for the Associate Assistant Program, increasing usage by 45%.
- Created PDF analysis tool for skill gap identification, improving training focus.
- Created how-to 'quick tip' guides for training on Workday tasks, fitting content into single pages through spatial relations, hierarchy of topics, and design elements.

SENIOR INSTRUCTIONAL DESIGNER, CONTRACTOR

Windwalker Group, Vienna, VA - September 2021-May 2022

Developed micro modules on soft skills for online training, enhancing employee

CONTACT

Phone

301-356-0922

Email

karen@paintedthorn.com

[LinkedIn](#)

[Portfolio](#)

Address

Gaithersburg, MD

EDUCATION

Savannah College of Art & Design Savannah, GA

Master of Fine Arts

Morris Scheer Award: Excellent Portfolio

San Jose State University San Jose, CA

Bachelor of Art

Computers in Art & Design, Research & Education, Minor in Special Education

RELEVANT SKILLS

Storyline
Rise
Captivate
Adobe Creative Suite
Vyond
Camtasia
Audition
Workday
LMS, SCORM
WordPress
Basic HTML, CSS
MS Word
Excel
Outlook
PowerPoint

communication and diversity.

- Authored engaging Vyond scenarios, enhancing learning outcomes.
- Focused on effective communication, diversity, and emotional intelligence, improving work environment.
- Collaborated remotely for seamless project execution and timely delivery.

WEBSITE DESIGNER/DEVELOPER, CONTRACTOR

Klorman Construction, Los Angeles, CA - January 2004-January 2021

Designed websites for one of the largest construction companies in CA and the US.

- Developed marketing materials that showcased 32 project portfolios, directly contributing to winning project bids and boosting sales.
- Collaborated with executives for 16 years to align digital strategies with company objectives.

TRAINER

Axiom Resource Management, Inc - Department of Defense (DOD)

Falls Church, VA - July 2016-November 2016

Developed DoD materials for the Joint Legacy Viewer (JLV), the first online healthcare system for the U.S. military, enhancing immediate access to military health records.

- Conducted nationwide training sessions for military doctors on JLV functionalities, improving operational efficiency.
- Created job aids and documents, increasing user proficiency and adoption.
- Provided usability feedback to developers, increasing user proficiency and adoption based on physician input.
- Facilitated significant improvements in healthcare system user experience.

EDUCATION DESIGNER

The Newseum, Washington DC - November 2015-May 2016

Developed the museum's first hybrid school, enhancing blended learning, and boosting student engagement.

- Enhanced learning experiences using branching scenarios and online tools, resulting in higher student satisfaction.
- Created interactive content with remote faculty, ensuring educational consistency by adhering to strict branding and style guidelines.
- Improved learning experiences using online tools, achieving higher satisfaction.

E-LEARNING DEVELOPER

Variety of contracting companies, Washington Metro Area

Collaborated with subject matter experts to create 3D animations for Coast Guard training, enhancing safety skills.

- Contributed to award-winning 3D simulations for Lockheed Martin, improving training realism.
- Developed multimedia for the Marine Corps and Army training, using 3D Maya and Adobe tools.
- Filmed and animated personnel tasks, providing accurate reference material for training courses.

Areas of expertise

- Instructional Design (ADDIE, SAM), Content Creation & Storyboarding
- eLearning Development (Gamification, Video, Animation, Simulations)
- Learning Management Systems (LMS, Workday, SCORM), AICC Standards
- Adult Learning Principles & Curriculum Design
- Stakeholder Collaboration & Project Management