

Karen Johnson
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[LinkedIn](#) | [Portfolio](#)

INSTRUCTIONAL DESIGNER | eLEARNING DEVELOPER

SUMMARY

Award-winning Instructional Designer & eLearning Developer with 15 years of experience designing and developing learner-centered training for healthcare, defense, and technology sectors—impacting 50,000+ corporate and a million military learners. Recognized for creating high-impact, multimedia learning experiences that achieve up to 90% engagement through gamification, animation, and storytelling—driving measurable improvements in performance and organizational outcomes.

SELECTED ACHIEVEMENTS

- Led cross-functional design and development of training for over 50,000+ learners, applying ADDIE and adult learning principles to improve performance outcomes.
- Developed gamification-based training for an Associate Assistant Program, increasing adoption by 45%.

TECHNICAL AND FUNCTIONAL SKILLS

- **Multimedia Production:** Animation | Gamification | Storyboarding | Video & Audio Production | AI Voiceover | SCORM/xAPI | Accessibility Compliance (SecMon 508)
- **Tools:** Articulate Storyline & Rise | Adobe Captivate | Vyond | Camtasia | After Effects | Photoshop | Illustrator | InDesign | LMS Platforms | Workday | MS Office
- **Instructional Design & Learning Strategy:** ADDIE | Adult Learning Principles | Scenario-Based Learning | Microlearning | Storyboarding | Script Writing
- **Methodologies & Standards:** Agile Development | Government Security Protocols

WORK EXPERIENCE

eLearning Developer

Alakaina Foundation, Bethesda, MD | *Jan 2025 – Present*

- Develop interactive multimedia training for the DoD's Vision Center of Excellence at Walter Reed National Military Medical Center, reaching over one million active-duty service members, and veterans to promote vision health awareness.
- Create video-based and animated learning modules using After Effects, Vyond, Camtasia, AI narration, and Adobe Creative Suite, transforming complex ophthalmologic concepts into clear, engaging visuals.
- Deliver 17+ multimedia learning and print training material in a fast-paced environment supporting medical readiness initiatives.
- Collaborate with ophthalmologists and optometrists subject-matter experts (SMEs) to ensure medical accuracy and alignment with DoD learning standards.

Instructional Designer, Media Developer

GPStrategies, Columbia, MD | *May 2024 – Aug 2024*

- Designed and developed instructor-led and SCORM-compliant eLearning modules in Articulate Storyline supporting submarine operations training for over 330,000+ Navy personnel worldwide in partnership with Lockheed Martin's Electric Boat division.
- Created high-impact multimedia simulations to simplify complex technical procedures and enhance learner comprehension.

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- Collaborated with engineering SMEs and defense trainers to translate submarine maintenance procedures into visual learning experiences that strengthened operational readiness worldwide and aligned with DoD learning objectives.
- Ensured strict compliance with DoD security protocols and Section 508 accessibility standards across all deliverables.

eLearning Instructional Designer II

GEICO, Chevy Chase, MD | Nov 2016 – Oct 2023

- Led cross-functional design and development of enterprise training for 40,000+ associates, applying ADDIE methodology and adult learning principles to enhance engagement and performance outcomes.
- Created a rapid prototype for leadership to launch gamified safety training, which reduced slip-and-fall incidents by 40% and achieved over 90% learner engagement.
- Designed and deployed gamification-based service offerings for an Associate Assistant Program, increasing participation and adoption rates by 45%.
- Streamlined design workflows, reducing course development timelines by 20% while maintaining compliance with organizational learning standards and accessibility requirements.

Senior Instructional Designer, (Contractor)

Windwalker Group, Vienna, VA | Sept 2021 – May 2022

- Applied instructional design and development to create microlearning on emotional intelligence and inclusive communication, improving on-the-job training effectiveness and workplace performance.
- Authored animation scripts and storyboards in Vyond, producing visually engaging learning experiences that increased knowledge retention and completion rates.
- Delivered high-quality instructional content in a fully remote, agile development environment, ensuring adherence to project timelines and accessibility standards.

Multimedia and Simulation Designer (Contractor)

Defense Projects – Lockheed Martin, U.S. Army, U.S. Marine Corps, U.S. Coast Guard | 1/2004 - 1/2016

- Developed multimedia and 3D training simulations, supporting safety and operational readiness initiatives across multiple branches of the U.S. Armed Forces.
- Lockheed Martin: Produced character animations for an award-winning Navy ship simulations that improved on-the-job training performance and procedural accuracy, directly supporting crew readiness.
- U.S. Army: Designed immersive 3D simulations for safety perimeter protocols, improving learner comprehension and retention.
- U.S. Marine Corps: Created interactive multimedia assets for field refueling safety modules, improving procedural adherence and reducing incident risk.
- U.S. Coast Guard: Captured and integrated on-location video footage aboard Buoy Utility Stern Loading (BUSL) vessels to create accurate 3D operational maritime safety simulations.

EDUCATION

MFA, 3D Character Animation / Computer Art

Savannah College of Art & Design (SCAD) - Savannah, GA

Award: Morris Scheer Excellent Portfolio

BA, Computers in Art & Design, Research & Education / Minor: Special Education

San Jose State University - San Jose, CA

CERTIFICATE

Generative AI Mastermind, Outskill, 2025