

Allison Kenney

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EXECUTIVE SUMMARY

Accomplished **Senior Instructional Designer and Learning Experience Leader** with over 20 years of experience creating **scalable, learner-focused programs** that enhance performance, engagement, and business outcomes. Recognized for expertise in **adult learning theory, instructional design methodologies** (ADDIE, SAM, Design Thinking), and **digital learning ecosystems** that support enterprise-wide talent and leadership development. **Led and directed teams of instructional designers** in delivering innovative, high-impact learning solutions aligned with organizational goals. Adept at partnering with **executive stakeholders and cross-functional teams** to drive strategic initiatives. Combines **strong project management, stakeholder engagement**, and **strategic thinking** skills to elevate learning culture and organizational performance.

Core strengths: Stakeholder engagement • Instructional design • Leadership development • Sales enablement • Project management • Learning analytics • LMS administration • Agile learning • AI and adaptive learning integration • Accessibility and inclusion

CORE COMPETENCIES

- Learning Strategy & Program Design
- Instructional Design (ADDIE / Agile / Design Thinking)
- Leadership Development & Coaching Programs
- Digital Learning & Multimedia Development
- AI / Adaptive Learning Integration
- Project & Stakeholder Management
- Accessibility & Inclusive Learning
- Evaluation & Impact Measurement

PROFESSIONAL EXPERIENCE

Vanguard – Senior Instructional Designer, Sales Enablement
June 2023 – Present | Orlando, FL

- Lead global design and implementation of scalable learning solutions for sales and client service organizations.
Partner with leader stakeholders to align learning strategy with business performance goals and talent initiatives.
- Develop multimedia, data-driven learning content using Articulate 360, Allego, Synthesia, Camtasia, and Vyond.
- Integrate AI and adaptive learning tools to personalize learning journeys and measure behavioral outcomes.

Microsoft (consultant) – Senior Instructional Designer, Sales Enablement
June 2021 – June 2023 | Remote

- Designed blended learning programs for global sales audiences, incorporating virtual workshops and simulations.
- Partnered with senior leaders to develop content aligned with organizational growth priorities.
- Applied agile and design thinking principles to optimize the learning experience lifecycle.

Oracle – Senior Instructional Designer, Global Food & Beverage
Jan 2018 – July 2020 | Orlando, FL

- Created digital and instructor-led learning programs for global teams using Articulate, Captivate, and Camtasia.
- Collaborated cross-functionally to align training programs with post-sales and HR initiatives.

Pearson North America – Efficacy Curriculum Manager & Lead Instructional Designer
2010 – 2018 | Orlando, Florida

- Directed efficacy-based curriculum development for higher education programs.
- Led cross-functional design teams to implement scalable, outcomes-based learning solutions.
- Led and directed team of 10 Instructional Designers

EDUCATION

PhD (ABD), Psychology – Integrating Technology, Learning & Psychology | Grand Canyon University

MS, Instructional Design & Technology | Full Sail University

MS, Curriculum & Instruction | Grand Canyon University

BA, Elementary Education | Nova Southeastern University

TECHNICAL SKILLS

Articulate 360 | Camtasia | Vyond | Allego | Synthesia | Audiate | Adobe Creative Suite | Captivate | Blackboard | Canvas | Oracle LMS | Miro | AI Tools (CoPilot, Heygen) | SCORM/xAPI | HTML/CSS | MS Office Suite