



Instructional Design

Individual Contributor



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Instructional Designer
Utilities

Role Level

Individual Contributor

Key Skills

- Needs Assessment
- Project Management
- E-Learning Development

TD Team Size

9 members

Company Size

1,300

TD Tenure

20 years

Biggest Challenges

Time

What is the BEST part of your job?

Getting to follow people around as they do their jobs and learn about their experiences and what's working for them and what's not. Helping to improve the processes they have and create training/succession planning for when they move to other roles.

How did you get into talent development?

I wrote manuals to help someone take over a project I was working on and my boss told me about instructional design.

Advice for people interested in the kind of role you have?

Keep learning. Be interested in other people and what they do and why they do it and what makes them successful. Offer support in ways that you can make their lives easier.

What does your typical week look like?

Log into Smartsheet to see the new requests for training from the previous week. Follow up with all of the inflight projects for review and questions that are out with SMEs and pilot implementations. Meet with SMEs about in development projects to see if the content makes sense, prototypes work, activities are right for the audience. Develop content in PowerPoint or e-Learning.