Andrea Nance

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Professional Experience:

Hanesbrands Inc., Winston-Salem, NC

2018 – Present   *Global Manager LMS and Digital Learning*

- Set global learning strategy, departmental goals, and targeted outcomes
- Lead a global learning network to engage international stakeholders, align resources, identify needs, share best practices, and standardize a global approach to learning
- Establish relationships to influence global implementations and knowledge sharing
- Translate the business strategic priorities into effective learning solutions
- Establish mobile learning strategy and manage global program rollouts
- Collaborate with internal content experts to assess, recommend, design, and implement effective and engaging learning solutions
- Create and implement new manager orientation program that includes virtual classroom experiences, peer to peer learning, cross functional knowledge share, and reverse mentoring.
- Analyze talent review data to identify development need trends
- Design educational solutions and performance support tools to meet the development needs across the employee experience from new hire to tenured
- Adapt training for various business functions (i.e. retail, manufacturing, corporate, distribution, etc.)
- Develop flexible and personalized learning pathways for new hires, individual contributors, managers, and senior leadership
- Interface with Compliance, IT, Change Management, Process Improvement, Talent Management, and Data Analytics to gather resources for educational projects
- Partner with HRIM for employee analytics and system integrations
- Design evaluation plans and data gathering tools to assess learning program effectiveness, individual knowledge retention, and performance outcomes
- Manage and maintain configuration of learning systems and train international administrators and end users on system capabilities
- Evaluate and implement global virtual classroom platform and tools
- Create global Human Resources dashboard to visualize key metrics for senior leadership communication
- Test and prototype emerging trends in learning and development including virtual reality, augment reality, reverse mentoring, podcasting, social learning, and simulation. Identify use cases and determine viability

Wake Forest School of Medicine, Winston-Salem, NC

2017 - 2018   *Instructional Design and Development Manager*

- Lead and scale the instructional design team
- Provide coaching and leadership support in the areas of adult learning theory, learning solution design, measurement, and project management to faculty, staff, and leadership
- Manage vendor relationships to ensure outsourced projects meet specified requirements and are completed on schedule
- Provide thought leadership on team mission and vision and set priorities for how to achieve goals

- Create and implement strategic plans for faculty development and training, course development, curriculum design, instructional technology, and ongoing evaluation. Coordinate people resources for related initiatives
- Maintain awareness of current and future trends in instructional design, technology, and education; disseminate knowledge internally and externally
- Write and actionize standardized team procedures, project management, and tracking processes to increase efficiency and collaboration
- Build new internal and external partnerships/relationships across the institution
- Direct revenue-generating projects including cost estimates, project scope, timeline, budget, and deliverables
- Conduct needs analysis with content experts to define instructional objectives, business outcomes, and overall requirements of learning solutions

2014 - 2017   *Curriculum Development, Management, and Design Specialist*

- Gathered quantitative and qualitative data to identify learning needs and performance gaps
- Translated needs analysis into detailed learning solutions
- Scoped and managed contract and grant-funded instructional design projects
- Managed and developed junior instructional designers. Provided coaching and leadership support
- Provided instructional design guidance to content expert in planning, designing, developing and implementing various course elements for online, instructor-led, and blended environments
- Worked collaboratively with educational leadership to oversee curricular planning, mapping/tracking, content integration, and collection of curricular process and outcomes data
- Utilized learning management systems (LMS) to deliver, monitor, and map the overall curriculum and course/topic/discipline specific curriculum content
- Played key role in implementing two learning managements systems. Served as an LMS super user to troubleshoot technical issues as needed. Developed online LMS user guides and tutorials for students and faculty
- Played a key role in Medical School accreditation process, established curricular related protocols, standardized course structure and materials. Developed and delivered training to address accreditation requirements
- Served as voting member of multiple curriculum committees to ensure ongoing review and assessment of the undergraduate medical school curriculum
- Conducted annual technology needs assessments and evaluate new technologies and software to recommend purchase and implementation procedures

2011 - 2014   *Program Manager*

- Oversaw the development and implementation of curricular initiatives in Biomedical Research Services & Administration
- Served as liaison to multiple internal departments to ensure cross-departmental coordination of educational efforts
- Directed, oversaw, and marketed all departmental educational activities
- Spearheaded Research Administrators Certificate Program. Designed customizable tracks, tracking, and exams
- Designed educational materials, digital tools, and training program assets
- Established institutional Responsible Conduct of Research (RCR) training program in accordance with regulatory guidelines and policies. Continually evaluated and improved courses
- Managed courses, course catalog, and training records within learning management system
- Generated reports on educational course utilization and provided recommendations based on analysis
- Regularly reviewed curricular components to ensure consistent objectives, instruction, and competencies

Alleghany High School, Sparta NC
2006-2009 *__Science Teacher__*

- Developed curriculum plans, labs, and interactive classroom activities for general and honors biology courses
- Established and maintained positive relationships with students, parents, and faculty

Education:
- MS, Instructional Technology, East Carolina University, Greenville NC
- BS, Biology, Salem College, Winston-Salem, NC
- BA, Chemistry, Salem College, Winston-Salem, NC

Professional Organizations:
- Educause member (2015 - present)
- eLearning Guild member (2014 - present)
- Association for Talent Development member (2018 – present)
- Society for Human Resource Management member (2018-present)

Professional Service and Awards:
- Wake Forest Learning Technology Committee (2014 - 18)
- Founded the AAMC Working Group for Instructional Designers in Medical Education (2016 – 18)
- Wake Forest Center for Experiential and Applied Learning (CEAL) Executive Steering Committee (2017-18)
- Founded/chaired the Wake Forest Baptist Medical Center Instructional Design Community of Practice (2017-18)
- Employee of the Month, Wake Forest Baptist Health (2017)
- Founded/chaired the Southern Learning and Technology Expo, SLATE (2018)

Certifications and Training:
- Predictive Index Analyst (2019)
- User Experience Design (2019)
- Creating a Culture of Learning (2018)
- Organizational Learning and Development (2018)
- Human Resources Foundations (2018)
- Measuring Learning Effectiveness (2018)
- Measuring and Adjusting a Team (2018)
- Brain-Based eLearning Design (2018)
- Communicating with Diplomacy and Tact (2018)
- Leadership Blind Spots (2018)
- Biomedical CITI certification (2014-18)
- iLead@WFBMC Leadership Academy (2017)
- Situational Leadership (2016)
- Core Strengths Inventory & Accountability Training (2016)
- Articulate Storyline Advanced Certificate (2014)
- Research Administration Certificate WFSM (2013)

Strengths and Skills:
- Data visualization and analytics
- Executive presence and adaptable communication skills
- Adult learning theories and methodologies
- Evaluation and assessment development, course and program evaluation, curriculum mapping
- Rapid prototyping, SAM, ADDIE, and agile development approaches
- Learner-centered design, design thinking
- Learning management systems (Oracle, Canvas, LCMS+, Blackboard, Cornerstone)
- eLearning authoring software (Articulate, Camtasia, Adobe)
- Video and audio editing (Camtasia, Final Cut Pro, iMovie, Audacity, Adobe Premier)
- Virtual reality development (360∘ videography, WondaVR, InstaVR, Adobe Captivate)
- Augmented reality and 3D modeling (Qlone, Sketchfab, Scandy, HP Reveal)