

NIKI ANDERSON

Senior Instructional Designer | Learning Experience Designer | Learning Operations

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SUMMARY

Senior Instructional Designer and Learning Experience Designer who partners with business leaders and subject matter experts to design scalable, learner-centered solutions that improve learning ecosystems and organizational performance. Experienced across the full learning lifecycle, from performance consulting and learning strategy through instructional design, digital learning development, learning operations, and continuous improvement. Leverages AI-enabled learning technologies, Workday Learning administration, and evidence-based design practices to create engaging learning experiences that improve performance and support organizational goals.

AREAS OF EXPERTISE

- **Learning Strategy & Instructional Design** - Translate business needs into learner-centered solutions through performance consulting, needs analysis, instructional design, and adult learning principles.
- **Digital Learning Development** - Design engaging eLearning, blended learning, instructor-led training, videos, simulations, and performance support using modern authoring technologies.
- **Learning Operations & LMS Administration** - Administer and optimize Workday Learning through governance, content lifecycle management, SCORM deployment, learning paths, metadata, reporting, and continuous improvement.
- **Stakeholder Consulting & Performance Improvement** - Partner with business leaders, SMEs, and cross-functional teams to identify performance gaps, align learning strategies, and improve organizational outcomes.
- **AI-Enhanced Learning Solutions** - Evaluate and implement AI-powered technologies to improve learning design, development efficiency, learner engagement, and personalized feedback.
- **Accessibility & Inclusive Learning Design** - Apply accessibility standards, Universal Design for Learning (UDL), and learner-centered design principles to create inclusive learning experiences.

TECHNICAL SKILLS

Learning Platforms & LMS: Workday Learning | Spekit | Arist | SCORM | ION

Authoring & Multimedia: Articulate Storyline 360 | Articulate Rise 360 | Camtasia | Vyond | Powtoon | 7taps

AI & Learning Technologies: Synthesia | WellSaid Labs | Zenerate | OpenAI

Design & Collaboration: Canva | Adobe Illustrator | Adobe Photoshop | Snagit

Productivity & Communication: MS Office Suite | Microsoft Teams | Zoom | Slack

PROFESSIONAL EXPERIENCE

Wolters Kluwer TAA

Senior Instructional Designer

September 2022 – Present

- Align learning solutions with business objectives by partnering with stakeholders and subject matter experts to analyze performance needs and translate complex information into learner-centered experiences.
- Deliver high-quality learning solutions by managing the end-to-end instructional design lifecycle from discovery and storyboarding through development, review, deployment, and continuous improvement, ensuring alignment with stakeholder expectations and business goals.
- Improved employee readiness by designing and delivering learner-centered learning solutions that support onboarding, product education, compliance, and customer enablement, including eLearning, instructor-led training, videos, workbooks, and performance support resources.
- Administer the Workday Learning content lifecycle, including course and program creation, SCORM publishing, learning paths, metadata management, version control, required learning assignments, and content retirement, strengthening learning operations through an accurate and scalable learning environment.

Wolters Kluwer TAA (continued)

- Partner with cross-functional stakeholders to establish scalable learning governance, operational standards, and continuous improvement practices that improve the quality and sustainability of enterprise learning programs.
- Strengthened enterprise onboarding by designing foundational learning experiences for a large-scale onboarding modernization initiative, improving learner readiness while supporting more than 15 learning paths through continuous optimization and performance support resources.
- Standardized instructional design governance by developing enterprise Storyline and Rise standards that improved design consistency, accelerated onboarding, and reduced review cycles.
- Streamlined learning operations by designing and implementing a standardized training intake and development workflow, improving project visibility, stakeholder communication, and consistency across the learning lifecycle.
- Advanced learning innovation by evaluating and implementing AI-powered technologies, including Synthesia, WellSaid Labs, OpenAI, and Zenerate, to improve development efficiency and learner engagement.

Applied Instructional Design Academy

Mentor

January 2023 – April 2025

- Mentored aspiring instructional designers in Storyline 360, Rise 360, Vyond, Camtasia, and instructional design best practices, strengthening technical proficiency and learner-centered design skills.
- Improved project quality by providing detailed feedback on work samples and coaching participants on adult learning principles, instructional design methodologies, and learner-centered design.
- Guided participants through complex design challenges by facilitating coaching sessions that refined project execution, strengthened problem-solving skills, and improved learning outcomes.

Anderson Educational Consultant

Instructional Designer

August 2021 – September 2022

- Designed and developed technology-enabled eLearning solutions using Articulate 360 authoring tools including Rise and Storyline to deliver scalable digital learning experiences aligned with client objectives.
- Designed and implemented customized curricula by analyzing post-course survey data and learner feedback, increasing training relevance and supporting client objectives.
- Conducted research and needs analysis to develop learning strategies that maximized learner engagement and performance outcomes.

CFBISD & Manara Academy

Curriculum Developer & Learning Facilitator

August 2013 – June 2021

- Designed standards-aligned curriculum and instructional resources using inquiry-based learning, Universal Design for Learning (UDL), and learner-centered instructional strategies while collaborating with stakeholders to improve instructional effectiveness.
- Improved learner outcomes by designing project-based STEM learning experiences using the 5E Instructional Model that integrated critical thinking, collaboration, and authentic problem solving.
- Strengthened instructional quality by mentoring educators, facilitating professional development, and providing coaching that supported the implementation of instructional best practices.

EDUCATION

Applied Instructional Design Academy

Instructional Design/eLearning Development

New Jersey Institute of Technology, Newark, NJ

Bachelor of Arts, History