

# BART KLIEBERT

INSTRUCTIONAL DESIGN  
MULTIMEDIA DESIGN  
CONSULTING

visit my online portfolio

[www.bartklibert.com](http://www.bartklibert.com)

## ABOUT

I am an instructional designer who currently enjoys substantial involvement in needs analysis, curriculum design, and facilitation in industrial manufacturing, regulatory and retail settings.

I have a robust skillset and experience designing onboarding, new-hire training, and leading the rollout of new technologies and behaviors to existing workforces.

I have managed project teams through the design and implementation of new training and platforms, and can adapt to rapidly-changing project goals.

I enjoy the learning opportunity working with clients and subject matter experts affords me—I get to learn complex theories, tasks and behaviors that I reconstruct into digestible, effective learning materials.

I look forward to leveraging my unique tools and growth-mindset to create measurable, performance-based learning solutions for your training organization.

## GET IN TOUCH

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## WORK EXPERIENCE

THE MOSAIC COMPANY *Convent, LA*

MAR. 2017 – DEC. 2019

### INSTRUCTIONAL DESIGNER

LEARNING & DEVELOPMENT

370+ learners 2 LA sites 12+ program modules 4.6 / 5 NPS rating

Led the development of learning materials and designed curricula for job-skills and progression training through job task analyses and partnering with subject matter experts to understand and teach complex tasks, theories and behaviors. Designed all training content including graphics, instrumentation diagrams, animations, etc.

Developed computer-based multimedia learning courses. Led project teams in the prompt editing and overhauling of existing training material in response to Change Management and regulatory triggers.

DAVID'S BRIDAL *Philadelphia, PA*

OCT. 2015 – MAR. 2017

### INSTRUCTIONAL DESIGNER

LEARNING & DEVELOPMENT

2,500+ learners 299 US stores 7+ courses 96.55% completion

Developed learning material and courses for retail stores through needs analyses and course design. Created all digital training content including graphics, videos, animations, etc. and delivered through company's mobile learning app.

Curated blended, learner-first solutions for District and Store management under lean budgets and deadlines.

THE MOSAIC COMPANY *Convent, LA*

APR. 2013 – OCT. 2015

### INSTRUCTIONAL DESIGNER

LEARNING & DEVELOPMENT

370+ learners 2 LA sites 6+ courses 4.4 NPS rating

Supported build-out of new training department and workforce readiness committee. Designed and developed learning materials, conducted job task analyses, and used technical writing skills to create all training content and computer-based multimedia learning courses.

Served on the LMS implementation team. Appointed LMS administrator for all Louisiana sites.

FEB. 2010 – APR. 2013

### GRAPHIC DESIGNER & VIDEO EDITOR

COMMUNICATIONS

12,900+ employees 22 US and CAN sites 200+ digital screens

Served on the Communications Liaison Team. Appointed project manager for enterprise-wide deployment of internal digital communication screens including administration training.

## ADVANCED SKILLS

### BLENDED MODALITY LEARNING

100%

- experienced in instructor-led, self-guided, and on-the-job training, activity design and skill verification

### CLIENT MANAGEMENT

100%

- trusted partner who identifies key opportunities and makes learning recommendations

### MOBILE AND eLEARNING DESIGN

100%

- expert in Adobe Captivate, Lectora, and Articulate Storyline
- creates visually-engaging learning

### LEARNING CONSULTATION

100%

- partners with SMEs to understand complex theories and tasks to create digestible, effective learning

## OTHER SKILLS

### BUSINESS / DESIGN SOFTWARE

#### ADOBE CREATIVE SUITE

100%

#### OFFICE + VISIO AND PROJECT

100%

#### BOOTSTRAP / HTML5 / CSS 3

80%

#### LMS ADMINISTRATION

95%

### CAD / 3D SOFTWARE

#### TRIMBLE SKETCHUP

85%

#### CHIEF ARCHITECT PREMIUM

100%

### DESIGN SKILLS

#### BOOK AND TEMPLATE DESIGN

100%

#### GRAPHICS / INFOGRAPHICS

90%

#### VIDEO EDITING

90%

### PROFESSIONAL SKILLS

#### TECHNICAL WRITING

95%

#### JOB TASK / NEEDS ANALYSIS

95%

#### AGILE MANAGEMENT

85%

## BACKGROUND IN YEARS

- 7 yrs Instructional Design
- 12 yrs Graphic Design
- 10 yrs Multimedia Design
- 7 yrs E-Learning Course Development
- 10 yrs Visual Communication
- 6 yrs LMS Administration
- 7 yrs Consulting / Needs Analysis
- 4 yrs Facilitation / Presentation
- 7 yrs Technical Writing
- 6 yrs Client Management

## COURSES AND CERTIFICATIONS

### POLICY AND PROCEDURE WRITING

#### PERFORMANCE TECHNOLOGY ASSOCIATES

Creating easy-to-use user manuals, guides, and training content using DocuTools™ Writing System.

### TELLING AIN'T TRAINING

#### AMERICAN SOCIETY FOR TRAINING & DEVELOPMENT

Transforming *telling* into training that results in long-term retention and improved job performance.

### MICROSOFT VISIO PROFESSIONAL LEVEL

#### LANTEC OF LOUISIANA

Create and assign layers, work with styles, create PERT and Gantt charts, swim lanes and more.

## NOTABLE PROJECTS

### LEADERSHIP LEARNING PROGRAM

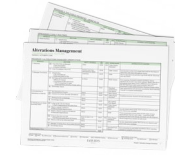
Designed, developed and implemented blended learning solutions for people leaders in retail alterations department, with a focus on running the business, coaching, and customer service / soft skills.

Developed activities (self-guided, mobile, and instructor-led) and observation guides.

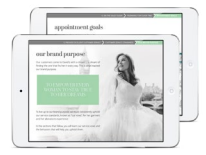
Wrote and produced behavioral videos, and created animations for complex reports.

📈 revenue increased double digits since launch

🔗 [view this project in my portfolio](#)



Design Document



Self-Guided Modules



Learning Journal



Interactive Videos and Animation



### TECHNOLOGY ROLLOUT TRAINING

Designed and implemented shipping and receiving training for mobile technology roll-out, using video to illustrate new process, behaviors, and systems.

📈 technology rolled out with 99.96% success rate

🔗 [view this project in my portfolio](#)



### SCHEDULING REFRESHER TRAINING

Designed and developed Store Manager scheduling training to meet business need. Animated voice-overs on how to read complex reports and take action.

📈 payroll-hour utilization increased by 11% within 3 mos.

🔗 [view this project in my portfolio](#)



### JOB-PROGRESSION TRAINING PROGRAM

Partnered with SMEs to understand and teach complex industrial theory, process, and equipment for employee life cycle. Included self-led CBTs, instructor-led training, and on-the-job training checklists.

📈 unit downtime decreased, and the program supported workforce readiness and succession planning



### ENTERPRISE-WIDE COMMUNICATIONS

Designed digital communication system for over 200 screens serving thousands of employees. Also developed training course and hundreds of easy-to-use slide templates.

📈 engagement scores increased, and verbatims indicated better management / workforce communication

🔗 [view this project in my portfolio](#)

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