**Douglas Audirsch**

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

832-543-3101

[dougaudirsch@outlook.com](mailto:dougaudirsch@outlook.com)

**SUMMARY**

* **ACTIVE CLEARANCE: TOP SECRET (TS/SCI)**
* 20+ years learning and performance experience
* 10+ years project and team leadership experience
* Managed 3 teams simultaneously totaling 15 people
* Managed a budget of $1 M+; hitting goals under budget and on time
* Successfully reorganized a department of 70 people in 7 teams
* Successfully deployed global enterprise-wide systems (Learning Management, Performance Management, Time Management, Salesforce.com)

**TECHNICAL SKILLS**

* **Learning Models/Theories:** ADDIE, Action Mapping, Octalysis
* **eLearning Authoring:** Articulate Storyline, Replay, PowerPoint, Camtasia, MyTrailhead
* **LMS:** Cornerstone, SumTotal, Moodle, BrainShark
* **Productivity/Collaboration:** Microsoft Teams, MS Office, OneNote, Visio
* **Virtual Classroom:** Microsoft Teams, Cisco WebEx, Skype for Business, Adobe Connect
* **Media:** Camtasia, SnagIt, Paint.Net, Audacity/Audiotonic
* **Content Management:** SharePoint, OneDrive, Wistia.com, Vimeo.com

**WORK HISTORY**

KBR, **Training Lead Contractor** (07/2023 – Present)

**Active Department of Defense (DoD) TOP SECRET/SCI Security Clearance**

Software Training contractor responsible for creating, maintaining, and delivering software training for the Department of Defense (DoD) Research and Development Test and Evaluation (RDT&E) community as a part of the Test Resource Management Center's (TRMC) Big Data Knowledge and Management (BDKM) User Support Team. Obtained, and still hold, and active TS/SCI clearance.

BAKER HUGHES, **Training Consultant** (01/2020 – 07/2023)

Designed training program for a global software rollout for 12,000 employees. The target audience was field employees up to executives. Modalities included: videos, documents, quick reference cards, web-conferences, train-the-trainer, and one-on-one coaching. Offered monthly cross-product line global training sessions in English with SuperUsers leading the same session in Spanish, Russian, and Mandarin. I transitioned the program from a face-to-face training program to a virtual program due to the COVID shutdown.

ENTERGY, **Training Consultant** (09/2019 – 01/2020)

Designed training videos and interactive eLearning courses within the HR team. Collaborated with user departments to build training courses to suit their needs.

HEWLETT PACKARD ENTERPRISE, **Employee & Organizational Development Lead** (05/2017 – 09/2019)

Delivered employee and leadership development initiatives for multiple organizations within the company. Worked with VPs, Directors, Sr. Managers and Managers to create custom capability assessments and subsequent learning interventions for their teams. Served as a comprehensive employee and organizational development leader, participated in all aspects of client engagement, solution design, development, delivery, and post-training performance support. Measured our success through a pre- and post-training capabilities assessment. Implemented targeted custom learning interventions based on pre-training assessment results.

MOTIVA ENTERPRISES, **Training Consultant** (01/2017 – 05/2017)

Created training videos using Camtasia for the enterprise rollout of a new product management software. The videos were targeted to various internal/external audiences.  I established a Vimeo.com Professional account to privately host the videos and created separate portfolios for each unique user group for each target group.

ACCRETIVE SOLUTIONS, **Training Consultant** (09/2016 – 02/2017)

Worked on contracts for multiple companies: GE Power, JAC Products, and Amerisure, to design, develop and implement comprehensive, multi-phase, product knowledge training programs for sales and services teams. Developed storyboards, courses, job aids, and other support materials using Storyline, PowerPoint, and Word.

COLUMBIA PIPELINE GROUP/TRANSCANADA, **Training Consultant** (01/2016 – 08/2016)

Developed and delivered learning content for an EcoSys EPC software implementation for 400+ end users under multiple business groups. Designed classroom presentations, user guides, job aids, quick reference cards, classroom activities, and EcoSys EPC help content using Camtasia, SnagIt, PowerPoint, Word, and SharePoint. Worked with Organizational Change team and business group leaders to bring software knowledge together with job skills to integrate the new system effectively into work processes.

ENCORE HEALTH RESOURCES, **Manager, Training and Development** (06/2012 – 08/2015)

Hit initial goals within 4 months: 1) Created a training team, 2) Bought and deployed an enterprise-wide Learning Management System, and 3) Hosted a 3-day, training-focused retreat for 300 employees. Centralized corporate training efforts and produced virtual, web-based, instructor-led and video training. Led online meetings and training sessions with WebEx and Lync/Skype. Overhauled the new employee orientation and onboarding process. Designed and implemented a new Performance Management System which included synchronized job descriptions, a centralized skills database, annual reviews with aligned goals and succession planning. Supported succession planning by aligning training matrix with HR’s job description and task database. Managed a $1.2 M budget.

CONTINENTAL AIRLINES, **Learning** **Consultant** (8/2011 – 5/2012)

Designed, developed, and delivered training for the Organizational Change department to assist with their merger with United Airlines. Designed graphics and logos for training programs, developed communication tools, and created visual aids for use in training. Created train-the-trainer materials.

BP, **Training Project Manager** **Consultant** (11/2010 – 7/2011)

Managed the project of defining, documenting, and deploying a 2-year-long Geological and Geophysical Training curriculum. Led online meetings and training sessions through Adobe Connect and Microsoft Lync web-conferencing software. Worked across departments and teams to determine training project scope and appropriate KPI's. Oversaw the continuous improvement cycle for all deployed training modules.

**EDUCATION**

Life Pacific University, San Dimas CA, **Bachelor of Arts**, GPA 3.95 (*Magna Cum Laude*)

**ASSOCIATIONS**

* *Member - Association for Talent Development - ATD (Formerly ASTD)*
* *Member - Articulate eLearning Heroes Community*