

# Stefanie Harbeson

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Creative Learning Experience Designer specializing in people development and innovative instructional strategy. Known for using cutting-edge tools (AI, Articulate Storyline, Rise, Vyond) to craft scalable, engaging learning experiences that drive impact across diverse, global teams. Top-notch writing skills (published author).

## Areas of Expertise

- Learning Strategy & Adult Learning Theory
- ILT/vILT Course Development
- eLearning Course Development
- Train-the-Trainer & Facilitator Guides
- Software Simulation Design
- Personalized Learning Systems
- Storytelling in Learning
- Learning Reinforcement Tools (job aids, toolkits, assessments)
- Human-Centered Design
- Employee Development & Growth
- Cross-Functional Collaboration
- Technical Writing
- Creative Writing

## Tools and Tech

- Articulate Storyline (advanced)
- Articulate Rise
- AI Tools: ChatGPT, CoPilot, etc.
- Video Editing
- Vyond (animated video creation)
- AI tools for instructional innovation
- Learning Experience Platforms
- SharePoint
- MS Teams

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## EDUCATION

**Bachelor of Arts in Instructional Design** | Ashford University

*Principles of Instructional Design, Evaluation of eLearning, Student Assessment, Project Management*

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## EXPERIENCE HIGHLIGHTS

**BOSTON SCIENTIFIC**, Remote from Pittsburgh, PA 6/2022-Present

### Learning Experience Designer – Sales Enablement Team

Delivering scalable, award-recognized learning solutions to sales and specialized teams across one of the largest global companies in the med-tech industry. Innovating processes using AI and instructional strategy to drive efficiency, engagement, and multimillion-dollar business impact.

#### *Key Accomplishments:*

- **AI Innovation & Process Design in Sales Enablement Programs** – Designed innovative, human-centered learning experiences leveraging AI to cut development timelines by 60% while maintaining engagement and impact. These high-demand modules (targeting ~30+ total) are created in collaboration with SMEs and will serve the global Boston Scientific community. Each module includes a facilitator guide, presentation deck, and post-training worksheets for ongoing professional development.
- **Global Learning Impact** – Partnered with cross-functional stakeholders to co-create learning experiences.
- **Introduced Interactive Presentations** – Applied storytelling and narrative design techniques to transform annual showcases into interactive, award-recognized experiences that boosted engagement company-wide.
- **Cost Savings & Strategic Programs** – Contributed to two key global programs that have yielded over \$5M in cost savings over 2 years; created full ILT learning suites including facilitator guides, presentation decks, Storyline-built assessments, self-assessment worksheets, toolkits, and job aids.
- **Team Capability Building** – Designed and facilitated 3-part Articulate Storyline course (from basics to advanced variable use) for Learning Experience Designers of all levels; also provide 1:1 support to senior designers to help them elevate their skills.
- **Recognition & Influence** – Personally recognized by VPs, Directors, stakeholders, and managers for creativity, innovation, and leadership. End-of-Year showcase designs (multiple years) earned company-wide praise for storytelling innovation.

**FREELANCE** | Remote from Pittsburgh, PA | 4/2021 to 6/2022

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## Instructional Designer / Training Developer / Articulate Storyline 360 Specialist

Delivered engaging, people-focused eLearning solutions across industries, tailoring design to learner needs and business goals.

### Key Accomplishments:

- Converted SoCal Edison's employee manuals and safety guides into **interactive eLearning courses** using Articulate Storyline 360; **modernized the training library** to improve learner engagement across field teams.
- Created and **delivered Articulate 360 training** (Storyline, Rise, Review) to instructional designers via vILT and 1:1 coaching; **boosted platform proficiency and adoption** across teams of varying skill levels.

M.W. SAUSSE, INC. | Valencia, CA | 6/2019 to 4/2021

## Project Manager / Training Developer / Executive Assistant

Delivered training, process, and executive support across departments, improving onboarding efficiency and driving operational success.

### Key Accomplishments:

- Redesigned onboarding and orientation to cut ramp-up time by 80% while fostering long-term employee engagement and retention.
- Conducted ongoing needs analysis and **rolled out iterative updates to improve training content** relevance and effectiveness.

PROFESSIONAL DEVELOPMENT CENTER | Montrose, CA | 11/2017 to 6/2019

## Project Manager / Training Specialist

Led training development, process design, and operational support for high-volume state-funded learning organization.

### Key Accomplishments:

- **Developed and implemented the company's core Employee and Front Office Handbook**, used for both onboarding and continuous training; regularly implemented updates based on effectiveness analysis.
- Maintained operational continuity and **improved daily workflows during a 30% staff reduction** by streamlining schedules, documentation, and communication.
- Redesigned new student orientation model after analyzing communication gaps; achieved an **80% reduction in absences and helped boost revenue**.

TALENT, INC./ UPSIDE GROUP | Remote from Acton, CA | 1/2015 to 11/2017

## Freelance Writer

Specialized in resume and personal branding content for professionals across a wide range of industries. Supported clients at all levels—from entry-level to executive—with a primary focus on management and C-suite job seekers.

### Key Accomplishments:

- Developed and implemented a **streamlined writing process** that reduced average client turnaround time by 25%, improving satisfaction and repeat business.
- Earned 4.5 (out of 5) onboarding score (vs. 3/5 average) and completed onboarding in one-third of the average time; **handpicked to serve VIP clients** due to high performance and writing quality.

ONE+K AGENCY | Burbank, CA | 12/2012 to 11/2014

## Training Developer/Facilitator and Operations Manager (dual role)

Led operations and training for a fast-paced creative agency serving high-profile customers; contributed to cross-functional initiatives, employee development, and cultural transformation.

### Key Accomplishments:

- **Designed and facilitated** training on specialized software, process updates, and job responsibilities to staff at all levels—from interns to executives, including the CEO.

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- Nicknamed “The Hub” for **streamlining interdepartmental communication**; overhauled the artist/developer scheduling process to provide real-time visibility, enabling producers to directly coordinate project needs and reduce back-and-forth delays.
  - Selected by department leaders and executives to **contribute to high-visibility special projects**; provided creative input along with content writing, editing, and implementation.
  - **Credited by C-suite leadership for transforming company culture** toward teamwork, engagement, and positivity – boosting productivity, quality, and employee morale.
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## NOTABLES

- **Published Author** with expertise in narrative design – leveraging creative writing craft to design learning experiences that resonate, inspire, and stick.
- **Leverages creative writing** expertise to design clear, compelling learning experiences, articulate complex concepts, and connect with diverse audiences.