

# Stefanie Harbeson

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Creative problem-solved specializing in narrative-driven learning, people development, and modern instructional strategy. Known for transforming complex content into engaging, human-centered experiences using cutting-edge tools and exceptional writing craft (published author). Designs scalable learning that boosts capability, confidence, and performance across global teams.

## Areas of Expertise

- Learning Strategy & Adult Learning Theory
- ILT/vILT Development
- eLearning Development
- Train-the-Trainer & Facilitator Guides
- Storytelling in Learning & Narrative Design
- Personalized Learning Systems
- Software Simulation Training
- Learning Reinforcement Tools (job aids, toolkits, assessments)
- Human-Centered Learning & Engagement
- Microlearning Development
- 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)
  - MS Teams
  - SharePoint
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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** | 6/2022-Present

### Learning Experience Designer - Sales Enablement Team

Delivering scalable, story-driven learning solutions across one of med-tech's largest global organizations. Lead complex programs, partner with cross-functional teams, and create AI-enabled workflows to accelerate development, elevate creativity, and drive multimillion-dollar business impact.

#### *Key Accomplishments:*

- **AI-Enhanced Learning Innovation:** Using iterative experimentation ("innovation through play"), developed a team-adopted AI workflow from scratch—**accelerating development by 60%** while enhancing creativity, consistency, and quality; designed 30+ human-centered modules with full learning suites.
- **Global Impact:** Co-created learning experiences used across global sales teams; built ILT suites including Storyline-built assessments, worksheets, and toolkits supporting programs **generating \$5M+ in cost savings** over two years.
- **Globally-Recognized Storytelling:** Transformed annual showcases into interactive, narrative experiences that earned company-wide recognition for creativity and innovation.
- **Capability Building:** Designed and facilitated a 3-part Articulate Storyline program for IDs of all levels; provided ongoing 1:1 support for all levels, including senior designers.
- **Leadership Recognition:** Received direct praise from VPs, Directors, and cross-functional leaders for creativity, innovation, and positive influence.

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**FREELANCE** | remote | 4/2021 to 6/2022

## **Instructional Designer / eLearning Developer / Articulate Storyline 360 Specialist**

Designed people-focused eLearning and performance solutions across industries, tailoring training to learner needs and organizational goals.

### *Key Accomplishments:*

- Converted SoCal Edison safety guides into interactive eLearning modules using Storyline 360, modernizing content for field teams.
- Trained instructional designers via vILT and 1:1 coaching on Articulate 360, boosting proficiency and workflow efficiency.

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

## **Project Manager / Training Developer**

Delivered and supported training, onboarding, and process design across departments.

### *Key Accomplishments:*

- Redesigned onboarding to **cut ramp-up time by 80%** and improve long-term employee retention.
- Conducted ongoing needs analysis and iterative updates to continuously improve training content.

**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 core Employee Handbook**, used for both onboarding and continuous training; regularly implemented updates based on effectiveness analysis.
- Maintained operational continuity **during a 30% staff reduction** by streamlining workflows and communication.
- Redesigned student orientation, which led to **reducing absences by 80%, directly boosting 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 with a primary focus on management and C-suite job seekers.

### *Key Accomplishments:*

- **Improved turnaround time by 25%**; selected for VIP clients due to writing quality.
- Earned 4.5/5 onboarding score (vs. 3/5 avg).

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

## **Training Developer / Operations Manager**

Led operations and training for a fast-paced creative agency serving high-profile customers.

### *Key Accomplishments:*

- **Designed and facilitated** training for staff at all levels – from interns to executives, including the CEO.
- **Streamlined interdepartmental communication**; overhauled scheduling process to provide real-time visibility.
- Selected by leadership for **high-visibility creative projects**; provided creative input along with content writing, editing, and implementation.
- **Credited by 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 are instantly applicable.
- Expertise in translating complex content into clear, human-centered learning experiences for diverse audiences.