

**PHYLISE H. BANNER**  
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*Phylise Banner offers over 20 years of experience as a learning experience designer, with a passion for crafting competency based training and professional development solutions in alignment with organizational goals. She brings a proven ability to implement innovative strategies and lasting solutions to learning challenges, with a focus on adult learning principles.*

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## **Curriculum Development and Learning Experience Design**

- Conducting in-depth needs analyses across organizational units to drive the design, development, and delivery of training and professional development materials.
- Designing and implementing learning evaluation strategies that shape authentic learning experiences with measurable outcomes.
- Working with highly technical subject matter experts to design, develop, and deliver engaging learning materials.
- Outlining, storyboarding, and writing documentation and training materials, including content, interaction, hands-on exercises, and knowledge assessment components.
- Creating evaluation and feedback mechanisms to inform adaptive learning possibilities.
- Reporting out training and professional development metrics and results to leadership and key stakeholders.
- Developing quality scorecards and maturity matrices to establish standards and evaluate progress throughout the training and professional development lifecycle.
- Evaluating, selecting, and implementing appropriate learning technology solutions in alignment with learner requirements, institutional goals and funding.
- Establishing and implementing content strategy standards, taxonomies, structures, workflow, and governance protocols.
- Offering tailored professional development workshops and supplemental resources for in-person, blended, or virtual delivery.
- Facilitating creative thinking and design innovation sprints.

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## **Education**

**Nova Southeastern University**  
MSEd in Instructional Design and Distance Education Leadership

**New York University, Gallatin School of Individualized Study**  
BA in Information Analysis and Design

## Experience

2016 to present

### **LX Design Lead, PB Consulting**

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#### **Research and Discovery**

- Collaborate with clients on establishing key environmental indicators in direct alignment with organizational goals and project objectives.
  - Survey and interpret quantitative and qualitative information gleaned from industry trends, focus groups, publications, thought leaders, social media, and professional organizations.
  - Integrate user experience, service design, and Design Thinking methods to provide insight into learner preferences, motivations, attitudes, and opinions.
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#### **Curricular Alignment**

- Employ content strategy methods to inventory existing learning resources and establish gaps in supporting curricular content.
  - Enable clients to leverage existing resources and implement new learning solutions in support of knowledge and/or skill acquisition, or behavioral change.
  - Empower clients to realize the value of data mined from interaction and assessment learning components.
  - Envision comprehensive solutions and recommend design approaches in support of certification assessments.
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#### **Content Development**

- Partner with SMEs and other relevant professionals to create appropriate, accurate, and meaningful learning content.
  - Translate highly technical concepts into clear and concise learning materials.
  - Create low- and high-fidelity prototypes, aligned with relevant standards, styles, mandates, and guidelines.
  - Use digital resource sharing tools and technologies to iterate with project teams throughout the design process to ensure project scope and learning needs are effectively addressed.
  - Inform digital strategies to support learner access and engagement in meaningful learning experiences.
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#### **Innovation and Design Strategy**

- Facilitate design sprints with client teams to scope challenges and ideate innovative solutions.
  - Employ Design Thinking and improv strategies to promote innovation within organizations and teams.
  - Guide creative thinking retreats for learning and development professionals and leadership teams.
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2002 to present

### **Adjunct Instructor in Digital Narratives**

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#### **Teaching Experience**

- SUNY Polytechnic Institute, Utica, NY
  - Empire State College, Saratoga Springs, N.Y.
  - Skidmore College, Saratoga Springs, N.Y.
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## Learning Design Leadership Experience

**Director of Online Teaching and Learning**

Union Graduate College, 2013 - 2016

**Director of Teaching and Curriculum Quality**

American Public University System, 2012 - 2013

**Instructional Design Project Manager**

American Public University System, 2010 - 2012

**Senior Instructional Designer**

SUNY System Administration, 2008 - 2010

**Instructional Technology Leader**

Skidmore College, 2001 – 2008

**Coordinator of Training and Documentation**

Skidmore College, 1998 – 2001

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## Writing

**Course curriculum development clients include:** Albany Law, Epigeum, InSync Training, Interfaith Youth Core, National Staff Development and Training Association, Society for Technical Communication, State University of New York System Administration, Oregon State University, and Harvard University.

**Training Magazine:** Featured author of *What the Tech* article in each issue.

**Training Industry:** Contributing author.

**InSync Training:** Curriculum developer, content curator, and contributing author.

**Absorb LMS:** Contributing author.

**Interactive Services:** Contributing author and ghost writer.

**Revinax:** Curriculum developer and case study author.

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## Certifications and Fellowship

**Certified Learning Environment Architect**, Institute for Learning Environment Design

**Adobe Education Leader**, Adobe

**Fellow**, Society for Technical Communication

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## Professional Affiliations

Society for Technical Communication, Association for the Advancement of Computing in Education, Association for Training and Development, Adult Higher Education Alliance, Online Learning Consortium, E-Learning Guild, Trout Unlimited, Experimental Aircraft Association, Airplane Owners and Pilots Association, and Seaplane Pilots Association.

*Portfolio, writing samples, and references available upon request.*