Karen Langan – Instructional Designer

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Resourceful and innovative educator with a passion for helping businesses grow using effective learning design. I specialise in conducting high-level analysis to engineer blended learning solutions involving gamification and interactive storylines to immerse adult learners in situations involving complex decision-making. I combine business acumen, attentive listening with stakeholders, and modern design tools to create value-added learning programmes that achieve desired outcomes.

RELEVANT EXPERIENCE

Present   **Digital Learning Institute Diploma Programme (Anticipated completion January 2024)**
- Designing an Articulate course to help SMEs plan their implementation of AI.
- Utilising research from a master's in technology and learning design to develop training tools that help bridge cultural and activity gaps during organisational change.
- Developed a high-level needs analysis using Genially.
- Created an animated video demonstrating how to use gamification effectively.
- Applied LXD and UXD when developing training: ADDIE, SAM, Gagne's Nine Events of Instruction, and Mayer's 12 principles of multimedia learning.
- Practised at using Figma, Articulate 360, Adobe Creative Suite, and Camtasia
- Skilled at using Canva, Toonly Animation Software, Rise, and Genially

1998 - 2023   **Digital Coach and Teacher (New Jersey, Walthamstow UK, New York, Florida, Abu Dhabi)**
- Conducted needs assessments, designed learning outcomes, and evaluated the effectiveness of learning solutions using data analysis and feedback mechanisms.
- Developed a team of innovation leaders within each department to support 145 educators and administrators on the integration of technology to improve efficiency, accessibility of lessons, data tracking, and communication with stakeholders.
- Trained educators in Abu Dhabi to incorporate educational technology and aligned the school mission with practice, increasing learner progress on standardised tests by 10%.
- Awarded 2016 Sheikh Zayed Prize for Digital Innovation.

INTERESTS:
- Coding: HTML, CSS, PHP, JavaScript
- Reading List: Neurodiversity 101, Superhuman – AI Insights, Courageous Imagination
- Coaching and judging Unified Robotics and First LEGO League competitions.
- Camping, gardening, kayaking, and traveling.

EDUCATION

2018   **MA Technology and Learning Design – University of Roehampton Online, UK**
Applied research on adult learning theory promoted by Yrjö Engeström linking Cultural Historical Activity Theory with organisational change utilising a 'Change Lab' system.

1998   **BS Elementary Education/Psychology – The College of New Jersey, USA**