

Hayley Conn

Learning and Development Specialist

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Transforms complex customer requirements into engaging, interactive Articulate® Storyline 360 and Rise courseware using Rapid e-Learning (REL) design principles. Engineers advanced simulations and assessments by leveraging a Computer Science background to integrate complex variable logic, animations, and custom JavaScript triggers. Consults with global organizations as a Subject Matter Expert (SME) to empower learners and streamline the development of high-fidelity online training. Architect creative instructional solutions with a strong "design eye" for animations, shapes, and image effects, ensuring high-quality, WCAG-compliant results in fast-paced, remote environments. Collaborates across cross-functional teams to "Make e-Learning Easy for Everyone" by providing strategic training and scalable content development.

Professional Experience

Technology Facilitator and Mentor

01/2026 - 05/2026

IDOL Academy, Remote US

Lead employee development and technical mentorship for a global audience, facilitating advanced training activities and workshops to enhance workforce capability and design proficiency.

- Facilitate expert-level workshops and technical "build-alongs" to drive employee engagement and increase learner proficiency in complex design software (Articulate Storyline).
- Consult with peers and stakeholders to streamline project timelines and improve training quality, ensuring all solutions meet high-fidelity instructional design standards.
- Mentor emerging professionals on LMS optimization and blended learning principles to support long-term succession planning and organizational growth.

Learning & Development Specialist

08/2025 - 05/2026

Woodland ECC, Bradenton, FL

Partnered with leadership and Human Resources to spearhead employee development initiatives, utilizing instructional design and design software to create engaging training activities that improved workforce performance and alignment with organizational goals.

- Lead Employee Development initiatives by designing engaging instructional design solutions and online training using ADDIE methodologies to drive behavior change.
- Utilize design software (Articulate Storyline 360) and LMS platforms to deliver training activities that improve employee engagement and performance.
- Collaborate with Human Resources and school leadership to align onboarding pathways with succession planning and long-term organizational goals.

Print and Marketing Supervisor

06/2022 - 07/2025

Staples, Sarasota, FL

Optimized retail operations and service excellence for high-volume print and marketing workflows, managing performance metrics and data-driven engagement strategies to drive revenue and team productivity.

- Drove service excellence and Retail Operations efficiency, resulting in a 25% revenue increase through data-driven lead management and performance metrics.
- Facilitated onboarding and technical training for a high-turnover team of 6, utilizing strong interpersonal skills and communication to ensure rapid proficiency.
- Streamlined production workflows and SOPs to reduce errors, directly impacting employee development and team output quality.

Mathematics Educator

08/2021 - 05/2022

Anaconda Junior/Senior High School

Led the full-cycle instructional design and delivery of comprehensive learning programs, utilizing strong interpersonal skills and communication to engage diverse learner groups and ensure 100% alignment with rigorous performance standards.

- Utilized strong interpersonal skills and communication to lead the end-to-end instructional design and delivery of comprehensive learning programs for diverse groups.
- Engineered high-quality training activities and digital resources, ensuring all materials met rigorous performance metrics and organizational standards.
- Collaborated with cross-functional teams to identify learning needs and implement targeted interventions that enhanced employee engagement and overall workforce capability.

Math Educator and Department Head

08/2018 - 07/2021

Richey High School

Spearheaded department-wide employee development and digital transformation initiatives, managing complex training activities and stakeholder consultations to modernize curriculum and improve workforce capability.

- Managed the end-to-end employee development lifecycle for the department, spearheading digital transformation initiatives and the transition to blended learning models.
- Consulted as a Subject Matter Expert (SME) to streamline onboarding and professional development pathways, leveraging design software to modernize complex curricula.
- Analyzed training data and performance assessments to iterate on delivery methods, ensuring 100% alignment with human resources goals and service excellence.

Education

- Master of Education in Curriculum and Instruction, Montana State University
- Bachelor of Science in Mathematics, Minor in Computer Science, Montana State University