



SWATI RAVI

Instructional Designer | eLearning Developer | Learning Program Lead

 Frisco, Tx

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Key skills

Instructional Strategy & Analysis

Needs Analysis, Performance Consulting, Cognitive Load, Adult Learning Theory, Behavioral Science, Job Task Alignment, Learning Objectives, Assessments

Design & Development

Storyboards, Simulations, Branching Scenarios, Microlearning, Job Aids, ILT & VILT, Accessibility (WCAG 2.1), Evaluation Framework

Tools & Systems

Articulate Storyline 360 (Certified – ATD), Rise 360, SCORM/xAPI, LMS Integration (Cornerstone, Moodle, Canvas), Adobe Creative Suite (Animate, After Effects, Illustrator, Photoshop, Express, Figma, Miro, Camtasia, Vyond, Synthesia)

Program Management

Cross-Functional Collaboration, Stakeholder Alignment, Agile/SAM, Project Scoping, SME Facilitation,

Career summary

Senior Learning Design Professional with 8+ years improving workforce performance through evidence-based instructional design, needs analysis, and data-driven learning strategy. Expert in transforming complex requirements into scalable training programs that reduce errors, strengthen compliance, and accelerate proficiency. Known for partnering with SMEs and business leaders to diagnose performance gaps and deliver learning solutions that measurably improve job readiness and operational outcomes.

View a sample of my work and process on my Portfolio: www.swaralxd.com

Professional experience

INSTRUCTIONAL DESIGNER
Devlin Peck Academy | Remote

AUG 2025 – JAN 2026

- Led **end-to-end instructional design and development** of a **biopharma compliance eLearning program**, translating complex regulatory and scientific content into scalable, learner-centered solutions.
- Applied **adult learning theory, performance-based and scenario-based design** to develop storyboards, assessments, and interactive eLearning aligned to compliance standards.
- Owned **project delivery and stakeholder collaboration**, managing SMEs, timelines, iterations, and quality to deliver a polished, portfolio-ready learning solution.

STAFF INSTRUCTIONAL DESIGNER
Red Comet | Dallas, Tx

OCT 2022 – AUG 2025

- Designed and led end-to-end learning programs supporting 50,000+ learners across digital platforms. Reframed tools, outcomes, and responsibilities to align with corporate, compliance, and performance-improvement environments.
- Conducted **needs and gap analyses** to identify performance issues in digital learning workflows; redesigned learning paths that improved job proficiency and content accuracy by **80%** in a year.
- Designed **data-driven learning solutions** (simulations, decision scenarios, microlearning, job aids) that increased learner engagement by **83%** within 3 months and improved knowledge retention across programs.
- Partnered with SMEs and operational leaders to ensure content aligned to regulatory and compliance standards, achieving **zero audit findings for three consecutive years**.
- Managed the full learning lifecycle—intake, analysis, solution design, development, deployment, and evaluation—reducing cycle time by **45%** through process optimization.
- Built and maintained **performance dashboards** using learner behavior, completion, and proficiency data, enabling leadership to make informed decisions on training priorities.
- Led cross-functional teams of instructional designers, content developers, and facilitators; provided design guidance, quality checks, and coaching to ensure consistency and instructional rigor.
- Introduced adaptive feedback and analytics strategies that supported targeted remediation, reducing repeat assessment rates by **78%** across learning projects.

Education

Uppsala University, Sweden

Master's Degree in Applied
Biotechnology & Business
Management (2010-2012)

Bharath University, India

Bachelors in Engineering
Industrial Biotechnology (2006-2010)

SENIOR INSTRUCTIONAL DESIGNER Small/Mid-sized IT and Healthcare firms | India

FEB 2020 – SEP 2022

- Consulted with business leaders, learning managers, and SMEs to diagnose performance gaps and design scalable training programs that strengthened compliance and operational accuracy.
- Conducted **performance analyses** for banking operations and tech teams; developed curricula that reduced time-to-proficiency for new hires by **43%** within three months.
- Designed cybersecurity, ethics, and compliance eLearning that improved policy adherence by **35%** and decreased audit gaps by **40%** within a quarter.
- Built simulation-based training for AML and fraud detection teams; improved reporting accuracy by **56%** in six months.
- Created microlearning libraries on agile practices and systems workflows, raising course-completion rates to **4.8/5 satisfaction** and driving **82%** improvement in application accuracy.
- Implemented xAPI-enabled dashboards that tracked micro-interactions and behavioral indicators, enabling early detection of learning gaps.
- Developed and managed LMS enrollments, learning paths, and analytics for 1,000+ employees; improved course assignment accuracy and reporting efficiency by **70%** in the first year.

GRADUATE RESEARCH & LEARNING DESIGNER Goteborg University | Sweden

SEP 2015 – NOV 2019

- Designed simulations, certification modules, and performance support tools for biotech and pharma teams, improving protocol readiness.
- Conducted user research, task analysis, and learning needs assessments to align training with regulatory and operational workflows.
- Built adaptive learning paths and compliance-aligned curriculums using learner behavior data (completion patterns, dwell time, re-engagement triggers) to optimize training effectiveness.
- Partnered with scientists, regulatory strategists, and cross-functional SMEs to translate complex scientific processes into accessible, guided learning materials.

JUNIOR INSTRUCTIONAL DESIGNER GE Healthcare, Uppsala Bio | Sweden

JUL 2014 – AUG 2015

- Developed change management and leadership programs using Storyline, Rise, and Vyond, improving manager readiness and alignment with strategic goals.
- Applied **Kirkpatrick Level 3 behavioral evaluations** (observation checklists, surveys) to assess training impact on team performance and process improvement.
- Collaborated with SMEs to restructure content for clarity, job relevance, and operational accuracy.

ASSISTANT INSTRUCTIONAL DESIGNER The Nobel Museum | Sweden

AUG 2013 – AUG 2014

- Created educational learning journeys and storytelling-based modules that increased visitor engagement and comprehension of scientific themes.
- Supported exhibit development through research, content structuring, and instructional design methodologies.