

HARSHITA J
Learning Manager

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CORE SKILLS

- Learning Strategy
- Instructional Design
- Curriculum Development
- Adult Learning Principles
- Learning Consulting
- Program Management
- Stakeholder Management
- Agile Project Management
- Cross-functional Collaboration
- Team Mentoring
- Capability Development
- Process Improvement
- Quality Assurance
- Learning Evaluation
- Storytelling
- Prompt Engineering
- AI-Assisted Learning Design
- Communication

ABOUT ME

With 11+ years of experience in Learning & Development, I have evolved from designing learning content to leading enterprise learning initiatives that enable business transformation. I embrace Generative AI and emerging technologies to improve learning design, streamline content development, and drive innovation. I thrive in fast-paced environments where innovation, continuous improvement, and people development go hand in hand.

WALMART

- Manager (May 2024 – July 2026)
  - Partnered with business stakeholders to identify capability gaps, define learning strategies, and design learner journeys aligned with business priorities.
  - Managed projects by developing project plans, optimizing resources, and proactively mitigating risks to ensure high-quality delivery within established timelines.
  - Managed sprint planning and resource allocation for multiple projects, ensuring optimal team utilization.
  - Supported team growth by interviewing candidates, evaluating instructional design competencies, and contributing to hiring decisions.

- Senior Instructional Designer (Nov 2019 – April 2024)
  - Led the end-to-end design and delivery of enterprise learning programs across Global Tech, Supply Chain, Leadership, and Store Operations, supporting org-wide capability development.
  - Applied adult learning principles and instructional design methodologies to design learner-centric learning experiences.
  - Established review practices by evaluating learning deliverables and ensuring adherence to instructional design standards, learning effectiveness principles, and brand guidelines.
  - Mentored instructional designers through onboarding, coaching, design reviews, and just-in-time (JIT) trainings, strengthening team capability.

BLUE YONDER (JAN'17 – NOV'19)

Instructional Designer, Intermediate

- Collaborated with learning architects to design HLOs, DLOs, and learning deliverables for functional and technical WBTs and ILTs.
- Partnered with global SMEs to translate complex product requirements into engaging learning solutions.
- Maintained alignment between learning content and software releases, ensuring accuracy, quality, and timely delivery.
- Designed certification assessments and incorporated L1 and L2 evaluation feedback to support continuous learning.

TOOLS

- **Authorizing Tools**: Adobe Captivate 8, 10, Elucidat, Articulate Storyline & Rise
- **Versioning Tools**: Tortoise SVN, GitHub, OneDrive
- **Content Management Tools**: Adobe Experience Manager, Microsoft SharePoint
- **Learning Management System**: Cornerstone, Moodle
- **Creative Tools**: Illustrator, InDesign, Photoshop, XD, Figma, Canva
- **Other Tools**: Zoho, MS Office, VideoScribe, brioVR, Proform, Camtasia, uLearn

CERTIFICATION

- Google AI Professional Certification
- Google Project Management Professional Certification

EDUREKA (OCT'14 – DEC'16)

Instructional Designer

- Analyzed learning requirements and partnered with SMEs to create content with clear learning objectives and logical content flow.
- Created various elearning materials like installation guides, handouts, lab documents, workbooks, assignments, quizzes
- Collaborated with graphic designers to deliver high-quality learning content while ensuring timely deployment through the LMS.

HIGHLIGHTS

- Several **Bravo Awards** for going above and beyond to deliver outside of responsibilities.
- **Team Award** for leading a team that demonstrated high spirit of collaboration resulting in the successful delivery of a high-impact product.
- Completed **stretch assignment** with 100% satisfaction.
- Coordinated and conducted **instructional design workshop**.
- Facilitated **training session** on:
  - "State of Objects" in Captivate 10
  - Digital Learning Content: A Designer's Guide.
- Received multiple **Spot Awards** in recognition of exceptional performance on various projects.
- Created a scenario using brioVR for a **VR project** showcase in Crystal Ball (innovation event conducted at Blue Yonder).

EDUCATION

- Bachelor of Engineering, Information Science, 2014
  Aggregate: 76%