

Christopher Simonsen

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Senior Learning Strategist & Instructional Designer

Results-driven learning leader with 20+ years of experience mentoring high-performing teams and managing complex, multi-phase learning, and performance initiatives. Proven ability to build strong SME and stakeholder relationships to translate technical and data-heavy content into engaging, scalable blended learning solutions. Specialized in Cornerstone OnDemand (CSOD) LMS administration, compliance training, and modern instructional design strategies including agile learning, scenario-based learning, and gamification with leaderboards. AI-certified through the Wharton School and published in ATD on playlist strategy and managing content overload. Proven innovator who is highly focused on promoting workforce efficiency across the organization.

Accomplishments

Currently directing a system-wide, 18-month Performance Management rollout in partnership with HR leadership, overseeing end-to-end program design, communication planning, change management, and enterprise implementation. The initiative is structured into three phases—Check-Ins, Goal Setting, and Performance Management—each launched with a 5-minute overview eLearning course supported by detailed instruction guides and live training sessions to ensure organization-wide adoption and readiness.

Developed and led the enterprise-wide Data Governance Campaign, delivering an eLearning module and a gamified final assessment to reinforce proper file storage and sharing practices. Implemented LMS-tracked scoring with a weekly updated leaderboard displayed on the LMS home banner to drive engagement. Partnered with Public Relations to design and distribute the Data Governance Challenge newsletter to all employees, increasing awareness and participation. Coordinated prize incentives for top performers to sustain motivation and completion rates.

Designed and developed organization-specific compliance courseware to replace vendor-provided training, streamlining the enterprise compliance program. Implemented a task- and role-based learning approach that reduced required employee training hours by 30%, eliminating more than 4,500 non-productive training hours and improving overall workforce efficiency.

Developed an interactive new hire onboarding portal featuring a centralized dashboard with links to company information, employee benefits, and essential resources. Designed week-to-week onboarding curricula that guided employees through required compliance training and role-based learning. Integrated gamified activities to reinforce key terminology and concepts frequently used in their roles, improving engagement and knowledge retention.

Skills

- Articulate 360 -Storyline/Rise (able to utilize complex variables and Java Script)
- Adobe Creative Suite (Inc. Photoshop, Premiere, Illustrator, After Effects, Character Animator)
- Leveraging AI (Artificial Intelligence) for compliance, security and corporate learning
- Video production, animations
- LMS Administrator – Cornerstone On Demand (CSOD))
- Project Managing
- Team leader, mentor

Experience

Manager, Compliance and Information Security Training

LoanCare, Remote (office: Virginia Beach, Va.), April 2021—Current

- Serves as lead eLearning Developer and LMS administrator (Cornerstone) for entire organization and develops, installs, and assigns training. Manages compliance, information security and fraud training programs for organization. Provide LMS training auditing reports as needed.
- Leverages AI (Artificial Intelligence) for developing compliance, security and corporate learning reducing

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training course development timelines by 50%.

- Identifies gaps in training and develops new or supporting learning strategies where appropriate to maximize efficiency and impact.
- Converted organization-wide compliance training program curriculum to customized individual Division-based curricula to reduce unnecessary training assignments and provide efficiency and massive reduction of non-productive work hours.
- Optimizes LMS functionality by designing, developing, and implementing learning campaigns such as the Data Governance and Performance Management projects by leveraging points, badges, and leaderboards.

Senior Instructional Designer

AmeriHealth Caritas, Essington, PA, July 2019—April 2021

- Lead Instructional Design team in developing new strategies and innovative eLearning courseware while also leveraging the untapped features and resources of the LMS, including badging and leaderboards.

Senior Instructional Designer/Learning Strategist

Vanguard (contract-The Boss Group), Malvern, PA, September 2018—March-2019

- Served as a strategic learning consultant, leading the design team in playlist curation and strategy, development of innovative eLearning courseware, creation of LMS strategies, microlearning assets, and new ways of working to improve learning efficiency and engagement.
- Increased playlist engagement by 500% by coordinating cross-departmental promotion aligned with key organizational milestones, including targeted campaigns such as the Goal Setting playlist during performance review season.

Senior Instructional Designer/eLearning Consultant

PHH Corporation, Mount Laurel, NJ, July 2013- September 2018

- Sr. eLearning Consultant responsible for developing an electronic learning environment within the organization and managing the most effective methods for transferring eLearning to the organization's 4000+ employees.
- Led and mentored eLearning and Instruction Design teams as lead developer and learning strategist for organization.

Senior Instructional Designer

University of Pennsylvania Health System, Philadelphia, PA, January 2003 – July 2013

- Led eLearning courseware instructional design team for the health system, including healthcare providers, support staff, management. Served as LMS administrator for installation, assignments and reporting of all training.
- Managed training and simulation center A/V systems. Produced all training videos for the health system. Lead leadership-driven training projects for Nursing and Human Resources Departments.

Education

Master of Science - Instructional Design and Technology 2006 Philadelphia University, Philadelphia, PA
Bachelor of Arts – Communications 1991 Rowan University, Glassboro, NJ

REFERENCES AVAILABLE

True

Website/Portfolio, Profile www.chrissimonsen.net www.linkedin.com/in/chrissimonsen/

Certifications

Artificial Intelligence Fundamentals for Non-Data Scientists Certificate	11/2025
Artificial Intelligence Applications in Marketing and Finance Certificate	12/2025
Artificial Intelligence Applications in People Management Certificate	2/2026
Gamification Certificate	2015

(All) Wharton School of Business - Coursera