

# ANGELA BARNES

[abarnes.info](http://abarnes.info)

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## PROFESSIONAL OVERVIEW

Dynamic Leadership Development Manager with a proven track record, specializing in leadership development, succession planning, emotional intelligence, and innovative instructional design. Expert in creating impactful training programs that enhance leadership effectiveness and retention. Skilled in Articulate Storyline 360 and supporting AV tools, driving measurable outcomes through innovative, ADDIE-based learning solutions. Recognized for aligning learning initiatives with organizational goals.

## EDUCATION

**Master of Science - Education;** Learning Design and Technology - Purdue University, West Lafayette, IN, USA

**Bachelor of Arts - Organizational Management** - Ashford University, Clinton, IA, USA

## SKILLS

**Areas of Focus:** leadership development, succession planning, employee onboarding, employee retention, performance management, compliance and regulatory, clinical training, and virtual facilitation

**Design Tools:** Articulate Storyline 360, Canva, Audacity, Powtoon, Vyond, Piktograph, Glogster, Infographics, PowerPoint, Open Editor, AWS, ChatGPT, Colossyan, MBTI, needs analysis, adult learning principles, ADDIE development, evaluation

## EXPERIENCE

### Author

May 2024 -

Independent | Huntsville, AL

- Wrote, edited, and published long-form fiction and non-fiction works, companion study materials and reflective exercises (personal development and children's entertainment).
- Managed full publishing lifecycle: outlining, drafting, revisions, formatting, illustrating, sales, and distribution.

### Leadership Development Manager

October 2023 –

Wellpath | Nashville, TN

- Launched enterprise-wide leadership programs (Leadership Fundamentals, Leadership Institute, succession readiness tracks), delivering 75+ leadership learning experiences for C-Suite, Directors, and emerging leaders connecting 100% of program content to organizational goals and business outcomes.
- Increased leadership effectiveness metrics to 93% through high-impact coaching and facilitation in areas such as emotional intelligence, communication, and decision-making under pressure.
- Applied GenAI tools (ChatGPT, Synthesia, Colossyan, Vyond) to rapidly create engaging micro-learnings, onboarding modules, and video content, reducing development time while maintaining instructional quality.
- Designed and facilitated leadership certification pathways (MBTI, DDI, The Leadership Challenge) aligned to succession and readiness objectives, ensuring measurable performance outcomes.
- Built annual LMS-managed training plans with blended learning journeys for Legal, Regulatory & Compliance, HR, IT, Accounting, Marketing & Comms, and Clinical departments to accelerate skill adoption for new leaders, achieving a 96% Net Promoter Score on enterprise programs.

## **Sr. Instructional Designer**

March 2020 - October 2023

Wellpath | Nashville, Tennessee

- Authored 100+ courses for clinical and operational staff, including eLearning, ILT workshops, and webinars and curated vendor titles supporting leadership development and daily operations.
- Developed 30+ videos (10,000+ views) using Storyline 360, Vyond, Powtoon, and GenAI-assisted platforms to scale learning delivery.
- Designed and implemented a New Leader Orientation program that onboarded 1,000+ employees and expanded leadership pipelines across the enterprise.
- Created 24 monthly toolkits for clinical staff training, ensuring compliance in risk-sensitive environments.
- Applied a systems-driven approach to knowledge management, refining SOPs and learning repositories (SharePoint, LMS, Notion-style systems) to ensure compliance, accuracy, and accessibility.
- Design and implement quizzes, knowledge checks, and other evaluation tools to measure comprehension; analyze results to identify gaps and drive improvements.
- Earned *DDI Certified Facilitator* and *The Learning Challenge Certified Facilitator* designations.

## **Corporate Trainer, Instructional Designer, LMS**

September 2017 - April 2019

Whataburger | San Antonio, TX

- Led the New Leader Program, developing and facilitating Emotional Intelligence workshops and the “Leader As...” series, preparing 150+ managers for advancement and improved team performance.
- Implemented and deployed a performance goal process monitoring and mentorship program that increased leadership goal attainment to 92% and coaching consistency across operations.
- Supervised and developed the Corporate Trainer team, ensuring consistent facilitation quality and expanding training reach across multiple locations.
- Designed and launched a 2-day blended onboarding program that accelerated readiness for 300+ new employees, reducing time-to-productivity and improving early retention.

## **Training and Performance Development Consultant**

January 2013 - May 2017

Gypsy Enterprises, LLC | Kansas City, MO

- Coached leaders on mentoring and performance planning, increasing employee retention by 12% and improving performance review completion by 22%.
- Developed scalable continuing education, completed by 30 employees and a 17% increase in competency.
- Conducted needs assessments streamlining workflows and reducing errors by 12%.

## **CERTIFICATIONS / PORTFOLIO**

- MBTI* Certified Practitioner
- DDI* Certified Facilitator
- The Leadership Challenge* Certified Facilitator

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