

Gaby Nazario-Ramos

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SUMMARY

Dynamic and results-driven professional specializing in instructional design and eLearning development. Dedicated to transforming business needs into effective learning strategies that boost performance, productivity, and engagement. Highly motivated with a commitment to continuous improvement and leadership development. Lifelong learner with certifications as an ATD Certified Professional in Talent Development (CPTD) and PROSCI Change Practitioner.

EDUCATION

Boise State University

Masters of Science in Organizational Performance and Workplace Learning; GPA 4.0

Target Completion: December 2025

George Mason University

E-Learning Technologies Graduate Certificate; GPA 4.0

Completion: May 2020

University of Puerto Rico at Mayaguez

Bachelor of Science in Business Administration; GPA 3.4

Major: Human Resources; Minor: Entrepreneurship

Completion: Dec 2015

WORK EXPERIENCE

Lincoln Financial Group

Sr. eLearning Consultant, Change Management Team

Remote

July 2016- Present

**Internally promoted three times with ongoing increase in responsibilities*

- Develop and deliver engaging eLearning content to support organizational change initiatives, focusing on instructional design and digital learning strategies.
- Lead the end-to-end process of creating digital learning solutions, including interactive eLearning courses, job aids, SharePoint resources, and multimedia content such as podcasts and videos.
- Oversee learning content development platforms and utilize the Kirkpatrick framework to design, implement, and evaluate learning programs for continuous improvement.
- Directed the creation and execution of a comprehensive Change Leadership development strategy, providing guidance and feedback to ensure effective team collaboration and project success.
- Led the development and implementation of our Change Leadership learning and development strategy, providing team support, guidance, feedback, and keeping team members on track with their tasks.

Department of Defense

Student Training and Academic Recruitment (STAR Representative)

Mayaguez, PR/Washington DC

June 2014- December 2015

- Designed and created informational materials and content to educate students on career opportunities, application processes, and program benefits within the Department of Defense.
- Developed and facilitated professional development workshops to enhance applicant success, including content on career readiness and program applications.

Human Resources Intern

June 2012- August 2012

- Created informational materials and pamphlets for training programs and recognition initiatives.

The Boeing Company

University Relations HR Intern

Chicago, IL

May 2015- August 2015

- Evaluated student engagement programs and developed a recruitment video for the HR Internship Program.

LEADERSHIP AFFILIATIONS

Young & Empowered Women, Career Development Committee Member

June 2023- Present

Latino BRG, Communications Committee Lead, ALPFA Phoenix Liaison

June 2020- Present

Management Leadership for Tomorrow (MLT), Ascend Coach, Career Prep Fellow

August 2013- July 2018

PROFESSIONAL DEVELOPMENT

Coaching, ATD, 2024

Officer Readiness Development Program, Lincoln Financial Group, 2023

DivERGe ERG Training Program, ALPFA, 2023

Creating Leadership Development Programs, ATD, 2022

Integrating Agile and Change Management Workshop, Prosci, 2022