

# MICHAEL W. DAVIS

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## SENIOR INSTRUCTIONAL DESIGNER

*Driving Scalable, Engaging Learning Solutions Across Enterprise Environments.*

Results-driven Senior Instructional Designer with over 20 years of experience designing, developing, and leading enterprise-wide learning initiatives across technology, manufacturing, and professional services sectors. Expert in creating scalable, engaging learning solutions including e-learning, instructor-led training, blended learning, and multimedia content—using advanced instructional design methodologies and adult-learning principles. Proven ability to manage the full learning content lifecycle, mentor and guide instructional design teams, and drive continuous improvement in learning strategies and processes. Skilled in leveraging emerging technologies, including AI-powered tools, accelerating course development, enhance learner engagement, and achieve measurable performance outcomes. Track record of delivering complex learning programs on time and within budget while aligning training initiatives with business objectives.

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### SIGNATURE COMPETENCIES

Instructional Design Expertise | Learning Technology Proficiency | Curriculum Development & Program Design | Project Management | Stakeholder Collaboration | Content Strategy & Development | Evaluation & Metrics | Change Management & Learning Adoption | Coaching of Learning Teams | Innovation & Emerging Learning Technologies

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### PROFESSIONAL EXPERIENCE

INFOR | NASHVILLE, TN (REMOTE)

05/2016– 11/2025

#### ***Instructional [Learning] Designer, Sr. Principal***

Led enterprise-wide learning initiatives by conducting needs analyses, defining learning strategies, and collaborating with stakeholders. Designed and developed high-quality, scalable learning solutions, including e-learning, instructor-led training, blended learning, and multimedia content, using advanced instructional design methodologies and adult-learning principles. Managed and oversaw the full learning-content lifecycle. Mentored and guided other instructional designers or learning development team members, providing expert consultation on instructional design best practices, reviewing and approving course materials, and driving continuous improvement of learning processes and standards.

#### Key Highlights:

- **Developed a seven-lesson, 45-minute self-paced online course in under one month, reducing projected development time by over 50% and content creation time by 75%** by leveraging Copilot AI to generate source material in three days and Articulate Rise AI to draft the course in three days.
- Coordinated a team of 8–10 instructional designers and SMEs to develop and migrate 16 ERP financials and Supply management ILT courses in under four months, **personally creating two courses and producing 12 project status reports.**

SELF-EMPLOYED (CONTRACTOR FOR INFOR VIA TRAINING PROS | NASHVILLE, TN (REMOTE)

03/2015– 05/2016

#### ***Instructional Designer***

Designed and developed engaging training materials, including e-learning modules, instructor-led content, job aids, and assessments. Managed LMS deployment and training rollouts, ensuring on-time delivery and compliance with organizational standards. Partnered with SMEs to analyze learning gaps and define measurable training objectives to improve knowledge transfer efficiency.

#### Key Highlights:

- Developed interactive e-learning modules, instructor-led content, and job aids that **increased learner engagement and retention.**

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*Self-employed – continued*

- Updated two ILT courses on a cloud-based ERP system by revising content and validating exercises in a new training environment, **successfully delivering both courses within two months.**
- Measured program effectiveness through data-driven assessments, **implementing revisions that boosted training outcomes by up to 50%.**

EMERSON NETWORK POWER | NASHVILLE, TN (REMOTE)

10/2010– 03/2015

***Instructional Designer***

Collaborated with subject matter experts and stakeholders to assess training needs, define learning objectives, and identify appropriate delivery methods. Designed and developed engaging instructional materials, including e-learning modules, instructor-led content, job aids, and assessments, using adult learning principles. Implemented and managed training programs across learning platforms. Evaluated training effectiveness through assessments and feedback.

***Key Highlights:***

- Developed and launched a company-wide e-learning program that **reduced onboarding time by 30% and increased employee compliance with core processes by 25%.**
- Redesigned legacy training content into interactive, multimedia modules, **resulting in a 40% increase in learner engagement and improved knowledge retention across multiple departments.**

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**EARLIER CAREER****Training Developer** | Northrop Grumman, Huntsville, AL | 2010 – 2010**Instructional Designer** | MedQuist, Norcross, GA | 2004 – 2009**Course Developer** | Next Step Learning, Alpharetta, GA | 2001 – 2004**Technical Writer** | Self-Employed, Atlanta, GA | 2001 – 2001**Analyst/Technical Writer** | Radiant Systems, Alpharetta, GA | 2001 – 2001**Technical Writer (Contractor)** | Bellsouth, Atlanta, GA | 2000 – 2001**Course Developer and Resource Manager** | ExecuTrain, Alpharetta, GA | 1998 – 2000

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**EDUCATION**PURDUE UNIVERSITY, West Lafayette, IN**Master of Science (M.S.), Organizational Behavior/Human Resource Management**AUBURN UNIVERSITY, Auburn, AL**Bachelor of Science (B.S.), Psychology**