

Ashish Mathew Varghese

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Enablement Program and Instructional Design Manager

**Visionary Leader in Learning & Development | Cost Savings through Program Optimization |
Enhance Employee Engagement and Retention | Video Content Production**

Extensive experience managing continuous learning / development and role-oriented onboarding programs. Known for designing processes and executing with measurable outcomes. Visionary leader establishing key performance indicators (KPIs) for roles and programs, measuring, and reporting on initiatives. Content development, delivery, and assessments with tangible resource reduction and increase employee engagement.

- Program & Project Management
- Instructional Design
- Adult Learning Theories
- Establishing KPIs
- Learning Paths & Curriculum Development
- Media Production
- Situational Leadership
- Crucial Conversation & Accountability
- Change Management & Communication
- Vendor Relations

PROFESSIONAL EXPERIENCE

Citrix, Fort Lauderdale, FL

2019 – 2021

Lead Enablement Program Manager

Led enablement initiatives using Agile and Kanban methodologies. Managed activities globally with accountability for goals, execution, and operational policies in collaboration with stakeholders. Monitored and evaluated program performance with data.

- Accelerated throughput to production of New Hires (NHs) by 35%, streamlining onboarding program, saving substantial resources, and increasing productivity.
- Established KPIs by collaborating with leaders and stakeholders.
- Developed Foundational & Continuous Learning Paths, creating measurable impact on KPIs.
- Designed and developed systems and processes, achieving measurable outcomes of enablement activities and increasing consumption by 40%.
- Increased reuse of training modules by strategically producing content applicable for Education, Customers, and Internal Training
- Managed and increased engagement with 3rd party content providers, freeing up internal resource.
- Developed innovative enablement dashboards, monitoring progress, and taking corrective actions.
- Produced quarterly short video series, raising organizational awareness of key initiatives.
- Increased productivity of team members by prioritizing, removing roadblocks, and coaching.
- Optimized hiring practices across geographies through documentation and communication.

BethEL Creations LLC, Boca Raton, FL

2013 – 2019

Learning and Development Manager

Developed and managed team of Instructional Designers using industry best practices, methodology, and latest software. Produced world-class, engaging, Learning and Development experiences for eLearning and Instructor-Led Training. Defined key skills, competencies, learning objectives and pathways with Program Managers and SMEs.

- Designed learning solutions, aligning organization objectives for employee engagement and career advancement.
- Created engaging and outcome-driven learning experiences by leveraging innovative instructional design methods and frameworks.
- Developed engaging and impactful learning journeys, Standard Operating Procedures (SOPs), job-aids, e-learning, workshops, and podcasts, that were forklifted and scaled.
- Developed and implemented sustainable leadership development and performance management program for continuous growth.

Good News Productions, International, Joplin, MO

2012 – 2013

Creative Media Designer

Developed, designed, and managed Web and project content, video promotions, and donor / partner communication. Conducted Instructor Led Training (ILT) sessions online and in-classroom. Created and managed Organizational Change Training.

Multi-Media Marketing, Inc, Miami, FL

2010 – 2011

Multimedia Producer / Editor

Designed, storyboarded, wrote, developed, delivered, and maintained training materials for US Army Corps of Engineers. Managed Production of Orientation videos. Created proposals and budgets for high-value projects.

EDUCATION & PROFESSIONAL DEVELOPMENT

Bachelor of Art (BA), Digital Movie Making and Editing, Central India Film & Television Institute, Nagpur

Associate of Art (AA), Advertising and Communication, Shells Advertising Institute, Nagpur

Associate of Art (AA), Christian Communications, Institute of Communication, FEBA, Bangalore

Mental Health First Aid Provider, National Council of Mental Wellbeing

TECHNICAL SKILLS

Wrike, Smartsheet, Storyline, Adobe Captivate, Premiere Pro, After Effects, Audition