**Lydia Anuragini**

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**Instructional Designer | Curriculum Developer | SAP Enable Now Consultant | Learning and Development Specialist**

**Professional Summary**

Innovative and detail-oriented Instructional Designer with extensive experience managing end-to-end learning projects, including SAP Enable Now implementations. Skilled in curriculum development, eLearning tools, SAP training simulations, and stakeholder collaboration to deliver impactful learning experiences. Proven expertise in translating complex SAP processes into engaging user-friendly content. Adept at aligning instructional strategies with organizational objectives, ensuring timely and efficient course delivery.

**Core Qualifications**

* In-depth knowledge of Instructional Design models (ADDIE, Blooms Taxonomy, 4-MAT model, Gagne’s 9 events, etc.)
* Conduct training need analysis. create course outlines and design curriculum
* Create WBT (Web-Based Training) and ILT (Instructor-Led Training) modules
* Communicate through verbal/written means with individuals, small groups and in front of large audiences at all levels of the organization
* Project management and planning
* Stakeholder engagement for knowledge transfers
* Manage multiple tasks in a deadline-driven, dynamic environment
* High proficiency with authoring tools, such as Adobe Captivate, Camtasia, Articulate Rise, Storyline and Speechelo

**Experience**

**Sr. Instructional Designer – Freelance Consultant**

June 2024 - Present

**Clamshell Private Limited**

* Handled eLearning projects end-to-end, facilitating the design and development of high-end custom eLearning and related technology projects
* Conduct SME kick off calls to do the training need analysis and collect source material
* Create course curriculum based on the initial SME discussions and the available source material
* Developed course content using the Camtasia, Articulate Storyline, Rise or Camtasia based on the client requirement
* Created technical, process and product-based course content
* Used creative learning strategies like scenarios, simulations and interactivities to develop the learning content
* Developed major components of application training for new releases or updates made in finance and Reporting ERP and cloud-based applications
* Interacted with clients across diverse geographic regions.
* Designed and developed SAP Enable Now training content, including simulations, guided tours, context help, and eLearning modules for end-users.
* Conducted training needs analysi**s** and collaborated with SMEs to map learning paths to business processes and roles.
* Ensured SCORM compliance and LMS integration for SAP training modules; tested for playback, navigation, and content accuracy.
* Deployed SAP Enable Now content via Enable Now Manager, managing roles/permissions and updating content after system changes.
* Monitored usage analytics and user feedback to continuously improve SAP training effectiveness and adoption.

**Sr. Instructional Designer**

June 2023 - June 2024

**Insightsoftware Private Limited**

Hyderabad, TS

* Managed full project lifecycle for annual curriculum delivery, ensuring timely course development based on strategic priorities from senior management.
* Spearheaded project planning and execution by aligning delivery timelines and resources, ensuring seamless coordination among stakeholders.
* Developed major components of application training for new releases or updates made in finance and Reporting ERP and cloud-based applications
* Collaborated with SMEs to identify the scope and create course outlines, update course content, graphics, images, and audio components
* Designed course structure, wrote content and scripts, integrated audio components, and conducted alpha and beta testing
* Handled eLearning projects end-to-end, facilitating the design and development of high-end custom eLearning and related technology projects
* Handled a team of 2 to 3 members depending on the project need. Reviewed the content, shared feedback, and ensured the feedback updates were implemented by the team. Ensured that the team followed the standards and guidelines
* Ensured the timely communication of project status to clients and internal stakeholders
* Ensured timely submission of tasks with quality

**Sr. Professional – Instructional Designer**

May 2018 – May 2023

**Sutherland Healthcare Solutions Private Limited**

Hyderabad, TS

* Developed major components of application training for new releases or updates made in healthcare and financial software
* Created job aids for technical and soft-skills training
* Collaborated with SMEs to identify and update course content, graphic, images, and audio components
* Designed course structure, created storyboards, conceptualised visual treatment, wrote content and scripts, integrated audio components, and conducted alpha and beta testing
* Handled eLearning projects end-to-end, facilitating the design and development of high-end custom eLearning and related technology projects
* Ensured the timely communication of project status to clients and internal stakeholders
* Ensured timely submission of tasks with quality

**Instructional Designer**

**August 2013 – March 2018**

**CNK Management Limited**

Hyderabad, TS

* Developed storyboards for WBT, CBT and ILT and prepared job aids
* Used creative learning strategies like gamification, scenarios, simulations and interactivities to develop the learning content
* Used ADDIE model to develop the training content for a range of industries including IIRS, Indian Railways, healthcare, IT, manufacturing, retail, automobile and BFSI
* Designed and developed training content on product knowledge, technical skills and behavioral skills
* Conducted training needs analysis and prepared approach documents
* Developed curriculum and instructional content that is user friendly
* Designed curriculum for up to 100 hours of eLearning content and 14-day ILT programme
* Ensured that the content adhered to company styles, standards, and development tools
* Ensure that the information provided is consistent, easy to understand, and well organized
* Proofread and edit own work to improve quality, readability, consistency, and effectiveness of the content provided
* Interacted with internal and external stakeholders to create learner friendly learning programs
* Used e-learning tools, such as Articulate Storyline and Captivate as required by the client to develop the content
* Reviewed storyboards developed by team members and vendors and guided as required in developing effective training content

**Content Writer**

**June 2010 – August 2013**

**CNK Management Limited**

**Hyderabad, TS**

* Wrote and developed instructor-led training programs for various industry domains
* Wrote and developed eLearning web-based training programs for a variety of clients
* Revised and updated training content based on client feedback and pilot group results.

**Certifications**

* Certified Learning & Development Manager – MEHR, 2024
* Certified L&D Analytics & Metrics Professional – MEHR, 2024

**Professional Skills**

* ADDIE model
* Agile instructional design
* Adult learning theory
* Curriculum development
* Project management
* Stakeholder management
* Storyboard
* Presentations
* Blooms taxonomy
* Training need analysis
* Assessments
* Change management
* User adoption strategies

**Technical Skills**

* Ms Office
* SAP Enable Now Producer
* SAP Enable Now Manager
* SAP Companion (Web Assistant)
* SAP training simulations and guided tours
* Version control and content management
* Articulate Rise
* Adobe Captivate
* Camtasia
* Speechelo
* Snagit
* Audacity

**Project Management Skills**

* DevOps
* Clarity
* OpenAir
* SmartSheet

**Education**

**Bachelor of Science – Computers - 2004**

Osmania University

Hyderabad, TS