

Tim Marshall

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Career Summary

I am a learning specialist with around 20 years' experience in providing learning and development solutions within multinational organisations. I am an innovative, self-motivated and highly productive individual, who uses a broad range of consultancy skills to deliver development interventions to meet business needs. In my roles, I have often acted as a learning business partner and advisor and have done this for a range of clients.

Key skills and qualities

Through my various roles, I have developed the following skills/qualities:

- Subject matter expert (SME) for instructional design, training analysis, design and delivery.
- Learning support of project leads, client SMEs and as a business partner in BAU or project environments.
- Learning and psychological theory knowledge; with special regard to user and learning journeys.
- Skilled in quick-authoring tools: Articulate Storyline, Adobe Captivate, Camtasia, Oracle etc.
- Experience with working with VLEs, learning portals, content and learning management systems.
- Skilled in applications to support projects; MS Office productivity software, JIRA, project software, Adobe Creative Suite, Vyond video production, Photoshop and Audacity recording and editing software.
- Good industry-related knowledge about learning, gamification, technology, web-based accessibility etc.
- Have successfully managed a team both locally or remotely.
- Excellent face-to-face training delivery skills in systems/processes, management skills, psychometrics and a range of soft skills courses and programmes; to which I designed the courses or programmes.
- Transferable skills to take on varying projects; tender bid writing and presentations, marketing events and talks, system testing and non-learning related projects.

Career history

March 2019 – Present Instructional Designer NATS Contract (Fresh Mind Learning)

I set up Fresh Mind Learning to work on independent contracts utilising my expertise within the industry. My contract for NATS is to provide instructional design for an engineer competency programme project linked to the development project of a European-wide platform.

Key tasks on the project involve:

- KO Meetings – action mapping and structuring of assessment and learning for different Service Groups.
- Defining and documenting key development process
- Storyboarding, Designing and producing content
- Setting up and running development sprints; Advising training instructors and supporting the Service Group SMEs.

2009 – March 2019 Learning Consultant SkillSet Ltd (Latitude 91 Group)

I was employed as an instructional designer/learning consultant to run a range of projects with various companies and partner organisations. I also worked on a range of tasks like tender application bids and presentations, marketing events and team management.

Key projects and clients

Recent projects include: (a range of skills from TNA, Storyboarding, Design, Delivery and Implementation)

- **LivePerson Messaging training (2018 - ongoing)** - delivery face-to-face training in messaging technology.
- **Department for Education (2018)** –Child Rights eLearning for government bodies.
- **CLeA Manley Hopkinson (2017-2018)** – development for leadership blended eLearning programme.
- **Land Based Learning (2018)** – design and development of suite of templated modules.
- **University of Bristol (2018)** - development of LeDeR eLearning for learning disabilities mortality reviews.
- **Arch Digital (2018)** - GDPR eLearning creation. Developed online business programme in 2017.
- **PHSO (2018)** - design and build of Mentoring eLearning content.
- **Wandle (2018)** - design and build of safeguarding eLearning.

Other SkillSet projects included training or elearning for Government of Wales, Competition & Markets Authority, BP, Skills Development Scotland, Plan International, Tesco, GlaxoSmithKline and Selftrade.

2008 – 2009 Learning Consultant

Independent (SkillSet)

2007 – 2008 Regional Training Manager

Barratt Developments PLC

Responsible for training and development needs and sales training programme for 10 Building Divisions across the South of England.

2001–2007 Learning & Development Consultant Zurich Financial Services

Work stream project management and delivery for training & development projects in Europe and the UK; 'Performance Management' programme for European Centre of Excellence, UK and European Graduate development programme and a range of courses available to a UK population of 9,000 staff.

1998-2001 Training Officer

Pearl Assurance PLC

1993-1994 Lecturer/Sports Organiser

Reading College of Technology

Qualifications and Membership

Certificate in Training Practice Member of CIPD

Myers Briggs Type Indicator (MBTI) Practitioner - personality typing tool. Affiliated to OPP

Level A Occupational Testing Member of the British Psychological Society

SDI Practitioner Interpersonal skills and conflict psychometric tool

NLP Practitioner ABNLP Neuro Linguistic programming development methodology

Certification in Information Mapping Documentation and elearning design

BA (HONS) Leisure Management 2:1, graduating from Thames Valley University

Personal Details & Interests

- Ran Birmingham half-marathon for the Sepsis Trust (October 2018).
- Run NLP coaching with own clients.
- Involved in football for over 35 years as a player, coach or club secretary.
- Play the guitar
- Co-dependently travelled around Australia and South East Asia (95-96) and enjoys travel abroad.