

# Adebowale Aduloju

**Instructional Designer | eLearning Developer | Learning Experience Designer | LMS Course Developer | Articulate Expert | WordPress LMS Expert**

Phoenix

[adeboadu@gmail.com](mailto:adeboadu@gmail.com)

+230 5472 1971

Adebo is a highly skilled instructional designer who consistently creates engaging learning activities and compelling course content that improves retention. With a background in graphic design, Adebo is able to create instructional materials that match instructional goals and visually enhance the learning process. Adebo conducts thorough research and analysis of learners and contexts, applies tested instructional design theories and methods, and provides exercises and activities that support the learning process. Adebo also has experience in managing projects and is hands-on in the creation of supporting media such as audio, video, simulations, role plays, and games.

Willing to relocate: Anywhere

## Work Experience

---

### Senior Instructional Designer

AFRINIC-The Regional Internet Registry for Africa - Ebene

February 2022 to Present

- Implemented a blended learning approach resulting in a 30% increase in employee retention rate
- Reduced the time to complete a training program by 20% through the use of interactive elements
- Increased employee satisfaction with training programs by 15% through the incorporation of feedback and evaluation mechanisms
- Successfully managed and delivered multiple eLearning projects within budget and on schedule

### Instructional Designer

AFRINIC-The Regional Internet Registry for Africa - Ebene

December 2018 to February 2022

Elevate and Scale with eLearning:

- Developed and revised course development standards, instructor guides, student guides and other online course materials in collaboration with subject-matter experts resulting in 100% course materials adherence to the standards.
- Implemented Instructional design methods and theories to complete 8 eLearning projects within scope and on time.
- Developed and launched 8 IPv6 e-courses with an average of 10 lessons by Q2 2020. These e-courses resulted in cost savings of \$800,000 per year compared to traditional classroom training.
- Converted all 8 IPv6 e-courses into French by end of Q1 2021, resulting in over 30,000+ network engineers from 20+ French-speaking African countries being able to learn and get certified in IPv6.
- Converted all 8 IPv6 e-courses into Arabic by end of Q2 2022, resulting in over 5000+ network engineers from 8 Arab-speaking African countries being able to learn and get certified in IPv6.

LMS Administration:

- Managed and administered Thinkific (Learning Management System) resulting in a 99% system uptime.
- Developed and implemented training for sub-administrators, resulting in a 90% success rate for sub-administrators passing the training.
- Provided ongoing training data analysis for Learning & Development leadership team, resulting in a 15% increase in the effectiveness of training programs.
- Managed and administered a learning record store (lrs.io) resulting in a 98% data accuracy rate.
- Implemented xAPI objects and verbs on all e-courses resulting in an increase of 20% in the tracking and reporting capabilities.

## **E-Learning Specialist**

Leadway - Lagos

June 2017 to December 2019

Product learning program for sales teams:

- Collaborated with content SMEs, technical writers (Actuaries), and trainers resulting in a 65% increase in overall training materials.
- Transformed existing curriculum for insurance sales agents, reducing training time from three to one day while simultaneously improving time-to-proficiency resulting in \$500,000 plus in savings for the company.
- Created rapid eLearning prototypes in as little as 1 - 2 days which helped in winning new business

Scaling training across the organisation:

- Conducted Training Needs Analyses resulting in a 70% increase in training performance within the organization.
- Implemented an Anti-Money Laundering program for over 1000+ employees, involving storyboarding, written guides, and course development using Articulate Storyline. This program helped the organization meet the National Insurance Commission (NAICOM) mandate of a compulsory Anti-Money Laundering orientation program with a 100% compliance rate.
- Templated eLearning best practices resulting in a library of targeted interactivities that helped reduce design time by 80%.
- Developed and implemented a range of learning and development programs (New Hire Orientation, Safety, Compliance, Leadership, etc.) for over 1000 employees.
- Saved the company over \$70,000 per year in training costs by converting existing classroom courses into e-courses resulting in a 20% increase in employee retention.

LMS Administration :

- Managed and administered Thinkific (Learning Management System) resulting in a 99% system uptime.
- Developed and implemented training for sub-administrators, resulting in a 90% success rate for sub-administrators passing the training.
- Provided ongoing training data analysis for Learning & Development leadership team, resulting in a 15% increase in the effectiveness of training programs.
- Managed and administered a learning record store (lrs.io) resulting in a 98% data accuracy rate.
- Implemented xAPI objects and verbs on all e-courses resulting in an increase of 20% in the tracking and reporting capabilities.

## **eLearning Developer**

Workforce Group - Lagos

January 2015 to June 2017

### **Courseware Development**

- Led and collaborated on over 150+ eLearning courses using ADDIE methodology at the end of Q3 2016 resulting in a 90% course completion rate.
- Consulted and collaborated with Instructional Designers, Business Partners, Subject-Matter Experts, and project teams to create effective learning solutions, prototypes, assessments, and other media resulting in a 15% increase in employee retention.
- Planned, designed, and developed each course, including graphics, simulations, exercises, and assessments in Articulate Storyline, Photoshop, and Illustrator, resulting in a 90% satisfaction rate.
- Managed courseware development projects in collaboration with internal and external SMEs resulting in timely completion of projects within budget.
- Championed cost-effective strategies for project deliverables through available resources resulting in a 15% reduction in project cost.

### **Clients' courseware development**

- Collaborated and developed over 20+ clients' courseware development projects resulting in a 90% satisfaction rate.
- Transformed clients' ideas and content and convert them into engaging and effective interactive e-learning materials resulting in a 20% increase in employee retention.
- Evaluated, selected, developed and applied appropriate development methodologies and designs, both individually and in consultation with the client, line manager and/or colleagues resulting in a 90% course completion rate.
- Advised clients on the best approaches and means for developing their educational materials and balancing competing demands of different projects and clients resulting in a 15% reduction in project timelines.

### **Project Native smart (<https://nativesmart.com/>)**

- Developed and launched Native Smart, an online platform that enables anyone across the world to learn African languages quickly, in an interesting and engaging way resulting in a 90% satisfaction rate.
- Planned, created, developed, and supported learning technology initiatives and provided technical expertise for the online language content resulting in a 25% increase in course completion rate.
- Worked with subject-matter experts to create SCORM-compliant language training programs that meet compliance, regulatory, accreditation, licensing and continuing education needs resulting in a 100% compliance rate.
- Developed templates and graphics for use in delivering the language online content resulting in a 15% reduction in design time.

### **Peerless LMS**

- Helped drive the business strategy to ensure that PEERLESS (formerly known as elearninga-z) is the best Learning Management System (LMS) in the industry resulting in a 20% increase in market share.
- Implemented all new releases ensuring that PEERLESS LMS (formerly known as elearninga-z) is capitalizing on all new features and benefits resulting in a 15% increase in end-user usage and engagement.
- Helped ensure system scalability and stability by developing and enforcing standards, policies, processes, workflows and advanced reporting for the learning management system resulting in a 100% system uptime and availability.

## **HR Analyst**

Workforce Group - Lagos

March 2014 to August 2015

Provision of staff welfare:

- Developed and planned health awareness and “Wellness” programs for employees resulting in a 15% increase in employee engagement and participation.
- Facilitated quarterly training and development, recruiting, and other related initiatives to all 7000+ employees resulting in a 10% increase in employee retention.
- Liaised with Health Management vendors resulting in an increase of 15% in employee's coverage for health insurance.
- Worked with the Medical team to implement automated tools, care data, and sick leave management, and guidelines on Health and wellbeing resulting in a 10% reduction in absenteeism.

Staff data and identification:

- Initiated the company-wide new staff database and biometrics resulting in a 15% reduction in manual errors and a 20% increase in data accuracy.
- Designed new staff ID's resulting in a 20% increase in staff satisfaction with the new design and a 10% reduction in staff ID's replacements.

## Education

---

### **Master's degree in Management**

Middlesex University

2019 to 2021

### **Bachelor of Science in (BSc), Plant Sciences**

Olabisi Onabanjo University

2006 to 2010

## Skills

---

- Training & Development
- Instructional Design (7 years)
- Educational Leadership
- Blended Learning
- WordPress Design (3 years)
- Gamification
- Articulate Storyline (8 years)
- E-Learning Development (8 years)
- SCORM (7 years)
- xAPI
- Agile
- Microsoft Office

- User Interface (UI) (4 years)
- Learning technology
- LMS (7 years)
- Adobe Creative Suite (5 years)
- Articulate 360 (8 years)
- ADDIE (7 years)
- Adobe Captivate (2 years)
- Adult education

## Languages

---

- English - Fluent
- French - Beginner

## Links

---

[linkedin.com/in/adebowale-aduloju-02787477](https://www.linkedin.com/in/adebowale-aduloju-02787477)

## Certifications and Licenses

---

### **Lean Six Sigma Yellow Belt**

May 2018 to Present

### **Instructional Design**

February 2020 to Present

### **AgileSHIFT®**

February 2021 to Present

## Assessments

---

### **Proofreading — Proficient**

September 2022

Finding and correcting errors in written texts

Full results: [Proficient](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.