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Portfolio



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Awards

Brandon Hall Group Gold Award (2021)

Best Unique or Innovative L&D Program

Brandon Hall Group Silver Award (2021)

Best Use of Blended Learning

Brandon Hall Group Bronze Award (2021)

Advance in Competencies & Skills

Brandon Hall Group Bronze Award (2019)

Best Use of Video in Learning

VIKAS CHAUHAN

Senior Instructional Designer | Learning Experience Designer (LXD)



Profile

Innovative full-stack Senior Instructional Designer with 15+ years of experience delivering enterprise learning solutions across instructor-led, e-learning, and blended formats. Expert in shaping learning strategy, mapping learner journeys and pathways, and driving end-to-end program success—from discovery and design to development, deployment, and optimization. Skilled in instructional content creation, multimedia production, and LMS integration and administration, with a proven record of aligning stakeholders and managing teams to deliver measurable outcomes at scale. Proficient in AI-assisted instructional design workflows, with strong commitment to accessibility, quality, and data-driven improvement.



Work Experience

Senior Instructional Designer — Knowledge Group Consulting (KGC) 2018 — Present • UAE

- Lead end-to-end delivery of learning solutions across ILT, e-learning, and blended formats, aligning programs to business goals and capability frameworks.
- Developed video-based interactive e-learning and blended programs in collaboration with global thought leaders (e.g., Marshall Goldsmith, Martin Lindstrom, Peter Fisk) and top business school partners (e.g., Rotman School of Management), delivering flagship programs with innovative design and comprehensive learning solutions.
- Developed award-winning custom instructor-led and blended training programs for clients (e.g., ADSG, ADNOC, Mubadala, Saudi Aramco, etc.), including TNA, program architecture, curriculum mapping, and developing complete training kits.
- Produced award-winning video content and microlearning assets on a regular cadence for e-learning,

Core Strengths

Program Architecture:

Learning Experience Design (LXD), Curriculum & Pathway Mapping, Adult Learning

Design and Development:

ILT, E-Learning, Blended, Microlearning Programs, ADDIE, TNA

Video and Multimedia:

Storyboarding, Scriptwriting, Video Production, Animation (Vyond)

Authoring:

Articulate Storyline, Rise, Adobe Captivate, H5P, Canva, Mentimeter, MS Office

LMS:

Canvas, TalentLMS, Blackboard (admin, theming, HTML/CSS UI, SCORM/xAPI)

Optimization and Reporting:

Data-Driven Optimization, Dashboards, Analytics

Quality and Accessibility:

WCAG Compliance, Quality Assurance, Style Guides

Collaboration and Management:

Stakeholder Engagement, SME Collaboration, Vendor & Project Management

Technology and AI:

AI-Enabled Design Workflows, Content Automation

ILT courses, marketing & community outreach programs, including scripting, storyboarding, animation, voiceover, and captioning.

- Integrated e-learning content from leading partner business schools (e.g., Columbia, Wharton, IE, Stanford SCPD, LBS) and other content vendors, and managed LMS operations such as SCORM/xAPI integration, user enrollment, validation and reporting of assessment outcomes, and data analytics across all programs.
- Collaborated with SME and stakeholders, managed vendors and freelancers, ensured quality and accessibility standards, and maintained branding consistency across all learning products.

Instructional Design Manager — Mentor Global Consultants

2014 — 2018 · UAE

- Owned end-to-end program lifecycle for classroom, e-learning, and blended solutions.
- Integrated learning solutions across client LMS environments and implemented measurement loops.
- Managed cross-functional teams of developers contracted on need basis for program deliverables translating complex topics into interactive learning.
- Standardized templates, QA, and vendor delivery for on-time, branded learning assets.

Assistant Manager, HR — Time Machine Group

Oct 2013 — Mar 2014 · UAE

- Designed onboarding/induction programs, training and learning materials, and metrics for 70+ employees.
- Managed recruitment, onboarding, employee performance systems, and HR documentation.
- Conducted L&D, performance reviews, and team analytics.

Deputy Manager, Content — Centum Learning Limited

2011 — 2013 · India

- Conducted TNA and designed instructional content for cross-industry clients.
- Developed complete learning solutions across ILT, e-learning, and blended programs.
- Supported multi-region rollouts of programs and train-the-trainer enablement.

Education

B.A (HONORS), ENGLISH

Delhi University – New Delhi,
India (2002 – 2005)

COMMERCE

Bishop Cotton School – Shimla,
Himachal Pradesh, India (1999
– 2001)

Languages

English

Hindi

References

Marwa Abdallah

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- Developed post-program learning effectiveness reports for clients to measure training impact.

Content Developer — Liquid Paper Finserve Pvt. Ltd.

2008 — 2010 · India

- Developed instructional materials, SOPs, and knowledge assets, for internal audiences.
- Managed content for the website and other online publications, and assisted marketing efforts with newsletters, brochures and other marketing materials.

Process Developer — Genpact (GE Capital International Services)

2003 — 2007 · India

- Built strong process and analytics foundations through KPI/MIS reporting, stakeholder communication, and coaching skills along with core customer service role, later applied to data-informed learning design.