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Profile

I am a senior learning professional who creates a learning culture using sound theories and memorable learning experiences. I believe in designing around the learner, whether it's the latest digital tech or facilitated workshops. I'm strategic and pragmatic. I understand that every investment must have a measurable return and requires a long term commitment to continuous improvement.

Accomplishments

- Created and launched successful programmes of learning on time and budget. Programmes include health and safety, induction, leadership, process, finance, soft skills, culture and more
- Launched new learning management platforms and systems
- Managed communications and provided training and support
- Proven team leadership and staff development capabilities. Created and managed teams in a hub environment with a culture of excellence

Skills

Management

- Leadership
- Strategy
- Planning
- Change management
- Employee development
- Relationship building

Learning design

- Adult learning principles and human-centred design
- Facilitation
- Stakeholder and client management
- Needs/gap analysis, training assessment
- Consultative communication
- Writing, script writing
- Design, video, voice-over, graphics, web, webinars

Project management

Enjoy fast-paced environments and operate well in stressful situations

- Scheduling
- Contracting and resourcing
- Agile and waterfall methodology

Programmes

- Articulate Storyline, Sharepoint, Rise, Adobe Premiere, Audition, After Effects, XD, Indesign, Illustrator, Photoshop, and other programs
- Work with Google and Microsoft environments

"You are a fine example
of a leader who
values training ..."

Development Manager

"Thanks Esther ... and the
rest of the gang for doing a
fantastic job. When we set up
the team the intention was
to provide a one-stop shop of
brilliance, and that's what the
team's achieved."

General Manager



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"Esther is technically excellent at her work and also an excellent leader. She inspires her team and works well with others. She is a conscientious member of a senior management team and contributes to the wider organisation. Her enthusiasm, her vision and her energy are infectious."

360 degree management review,
comment from leader

"Esther is able to build relationships and a team approach across a number of departments. She has a high level of technical skill and is able to actively demonstrate ways in which staff and the business can aspire to new levels. She is calm/patient and respected by her colleagues."

360 degree management review,
comment from colleague
or team member.

Professional history

AA Insurance, New Zealand

Learning Experience Manager, then Learning Manager, 2020 - to present
I developed a team of Experience Designers, moving them from subject matter experts to learning professionals capable of creating award-winning experiences. I managed a large team of Facilitators training hundreds of new starters. Together, we set up programmes of work that align with the company's strategic goals, supported change programmes. We created learning platforms, workshops and resources that work for hybrid teams.

Wavelength (Cognition), New Zealand

Senior Learning Experience Designer, 2018 - 2020

I worked closely with clients to create learning experiences for organisations wanting to engage their learners and transform their organisations – from hands on training and workshops to digital learning strategies.

Crombie Lockwood Insurance Brokers, New Zealand

Instructional designer/Learning advisor, 2017- 2018 (Contract)

Created learning solutions including revamping intranet, online modules, videos and webinars. Set up and administered the LMS and developed graduate and induction programmes.

Bloom Learning, New Zealand

Instructional designer 2017 (Contract)

Provided project management, instructional design and creative direction.

Fairfax Media(Stuff), New Zealand

Creative Director, 2011 - 2016

Responsible for award-winning design and graphics. Set-up large hub for New Zealand and Australia across seven locations in digital, newsprint and magazines. Instituted change management and transformation projects.

NZ Herald (NZME), New Zealand

Art Director, 2007 - 2011 (Designer and Deputy 2003 - 2007)

Responsible for all design. Trained designers and layout subs and supervised layouts. Designed one-off magazines and developed special projects.

About me

I am a keen sailor, spending winter weekends competing on the Waitemata harbour and I recuperate in the summer by cruising. I am also an amateur landscaper and DIYer with a long-term house project in Orakei, Auckland.

Professional development

NZ Certificate in Adult and Tertiary Teaching (Level 5)

Open Polytechnic

Management training

- Leading through Clarity and Involvement, a platform for Leaders
- Foundational Leadership Program
- DISC Workplace, Enneagram
- Taking up the Reins
- Servant as Leader
- Conflict Resolution

PMP Certification (project management)

Authoring for Multimedia

Diploma in Graphic Design and coursework on Fine Arts