

STEPHANIE HARNETT

Senior Digital Learning Specialist

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Stephanie brings 20+ years of experience in adult education and online learning design and development. Stephanie manages a team with broad skills in adult learning principles, instructional design practices, and project development and delivery. The Elevate team works with clients to shift thinking toward the learner and establish workflows to capture essential information. This is converted into thoughtfully constructed materials designed for modern online delivery (live and self-paced).

She is an industry recognized consultant, coach, designer, and developer, who is passionate about linking subject matter with technology learning events to create engaging and inspiring learning. Stephanie's primary skills and abilities may be summarized as:

DESIGNER & DEVELOPER

As an end-to-end digital learning specialist in adult education, Stephanie has built hundreds of online courses for clients around the globe covering a wide array of subject matter from corporate compliance and military safety protocols to graduate student case-based training at Harvard. She is well versed in instructional design, script writing, graphic design, video and audio editing, narration, interaction design and e-learning authoring.











TEACHER & COACH

At her core, Stephanie is a teacher; from her beginnings as a technical instructor at SAIT and Mount Royal College in Calgary to the design and development of her 8-week online masterclass in e-learning, she weaves learning and teaching into all she does. She is a natural coach for her clients offering one-on-one skill development sessions and ongoing support to facilitate skill development for clients in government, healthcare, oil & gas, and higher education. She also volunteers her time to teach at industry events and frequently offers tutorials on her [site](#) and [YouTube](#) channel.

PRESENTER & WRITER

Stephanie has spoken at several corporate events over the years including the Calgary Chamber of Commerce, Alberta eGovernment Committee, Young Presidents Organization, Queens University eMBA class and the Calgary Chartered Accountants Association. Though she spends much of her time writing content for learning projects, she found time to [publish a well-regarded book](#) on e-learning best practices and authoring tool, Articulate Storyline.

TECHNICAL EXPERTISE

Articulate Storyline 360 / Studio	
Office 365	
TechSmith Camtasia	
Adobe Photoshop	
Adobe Audition	
Adobe After Effects / Premiere Pro	
Instructional Design	
Graphic Design	
Animations	
E-Learning Coaching / Assessment	

RECENT PROJECTS

Canadian Natural Resources Ltd. (CNRL)

Strategy, Course Development, Coaching, Teaching

2018 - current

- Working with the Learning & Development team, strategies were developed to elevate course development skill and increase the quality of internally developed courses. A set of professionally designed templates, a comprehensive style guide and streamlined workflows have helped L&D staff deliver higher-quality materials at a faster pace to their 10,000+ staff. Additionally, the original design and creation of several courses including mandatory compliance courses including human resources and environmental awareness courses. Leadership and plant operations training are in the works for 2021.

Excellence in Manufacturing Consortium (EMC)

Course Design and Development

2019 - current

- In times of COVID, EMC shifted from in-person delivery of their Harvard-based certification program to a virtual format. Part of the program is facilitated online live while other materials are self-paced. Training programs are reviewed and selected for re-design and delivery for desktop and mobile. Courses developed to date include Team Building, Problem-solving and Communications offered to manufacturing businesses across Canada.

Financial Management Institute (FMI)

Course Design and Development

2017-2020

- Two credit-based certification courses, in French and English, were designed and developed over a two-year period for financial professionals in the Canadian public sector. The first involved overhauling an existing online course on leadership working alongside subject matter experts

including Professor Andrew Graham from Queen’s University. Materials were re-written and design re-imagined to modernize the look while streamlining delivery. The second involved taking the lead in original writing, design, and development of Ethics in the Public Sector. This course was co-launched in 2020 on FMI’s site and CPA (Chartered Professional Accountants). Subject matter experts included Joe Friday, Privacy Commissioner of Canada. Participants experience a beautifully designed, narrated course with animated content, interactive scenarios, and assessments.