

RENEE LILLEY

Training & Learning Development | Instructional Design

Wichita, KS | (316) 461-3095 | Reneelilley15@gmail.com

Portfolio: [[Renee Lilley Portfolio](#)]

EDUCATION

Baker University — Master of Science, Instructional Design and Performance Technology

Expected October 2026 | GPA: 4.0

Wichita State University — Bachelor of Science, Psychology

Fort Hays State University — Associate of Science, Education

CORE COMPETENCIES

Instructional Design & Learning: ADDIE, Backward Design/UbD, Adult Learning Theory, Microlearning, Scenario-Based Learning, Assessment Design, Curriculum Development

Learning Technologies: Articulate Rise 360, Storyline 360, Absorb Create, Absorb LMS, Canvas, Moodle, LMS365, Canva, Genially, Nearpod, SCORM

Leadership & Performance: Training Compliance, LMS Administration, Needs Assessment, Program Evaluation, SME Collaboration, Stakeholder Management, Project Management, Facilitation

PROFESSIONAL EXPERIENCE

Training Compliance Manager | TFI Family Services 02/2026 – Present

Wichita, KS

- Lead organization-wide training compliance initiatives supporting state, federal, licensing, and organizational requirements.
- Administer Absorb LMS reporting, training records, and course management for a learning library containing 1,500+ courses.
- Support the transition from LMS365 to Absorb LMS by reorganizing the learning library, establishing system roles, and improving reporting and course-management processes.
- Maintain and update the organization's Learning & Development Playbook to support consistent training-development standards and expectations.

- Serve as project manager for TFIOne training development, coordinating design and development activities across stakeholders and contributors.
- Lead the design and implementation of position- and department-specific Digital Individual Training Plans (ITPs) in Absorb, replacing manual onboarding tracking with a structured digital process.
- Meet with Training Specialists to support curriculum development and revision, including alignment of objectives, activities, assessments, and content.
- Facilitate a monthly Training Crew meeting to provide guidance, share resources, address challenges, and support consistency across the training team.

Instructional Design/Training Specialist | TFI Family Services 08/2019 – 02/2026

Wichita, KS

- Designed and delivered 50+ hours of training per month across virtual and in-person formats for onboarding, compliance, and professional development.
- Developed eLearning modules, instructional videos, and scenario-based activities using Articulate Rise, Absorb Create, Canva, and Absorb LMS.
- Redesigned a 76-slide Mental Health Diagnosis training into a more interactive learning experience incorporating activities, knowledge checks, and application-based practice.
- Analyzed learner feedback and training data to identify opportunities for improvement and strengthen training effectiveness.
- Chaired the Training & Technology Total Quality Improvement (TQI) Committee, using employee feedback and organizational data to identify opportunities to improve training engagement and learner experience.
- Collaborated with subject matter experts and internal partners to develop and revise training content based on workforce needs and organizational priorities.

Foster Care Case Worker & MAPP Trainer | TFI Family Services 05/2014 – 08/2019

Wichita, KS

- Facilitated Model Approach to Partnerships in Parenting (MAPP) training for prospective foster parents, emphasizing trauma-informed care, licensing requirements, and caregiver preparation.
- Designed and delivered blended learning experiences and supporting resources for diverse adult learners.
- Collaborated with internal departments to identify training needs and support consistent caregiver education.

Quality Outreach Specialist | Child Start 06/2012 – 05/2014

- Planned and delivered professional development for early childhood educators, tailoring training and coaching to provider needs.
- Developed curriculum and support plans designed to strengthen instructional quality and professional practice.

Kinship Navigator / Parent Educator | Kansas Children's Service League 03/2009 – 06/2012

Wichita, KS

- Facilitated parenting workshops in both in-person and online formats to support caregiver knowledge, engagement, and child development.
- Connected caregivers with education, healthcare, and child development resources while providing individualized guidance and support.

KEY DESIGN & L&D PROJECTS

- **Blue Wave Product & Service Training:** Developed an interactive Rise 360 learning experience with hotspots, scenarios, matching activities, knowledge checks, and a final assessment; packaged as SCORM for web/LMS delivery.
- **Time Management Microlearning:** Designed a scenario-based Genially lesson focused on prioritizing tasks for adult learners, using learner research, empathy mapping, chunking, and cognitive-load principles.
- **Instructional Design Process Improvement:** Researched the organizational impact of involving instructional designers too late in projects and developed recommendations for earlier ID involvement and clearer stakeholder roles.

LEADERSHIP, HONORS & PROFESSIONAL DEVELOPMENT

- Omega Nu Lambda Honor Society
- Master's Student Liaison, Instructional Design and Performance Technology Student Association Board
- TFI Leadership Institute – 1 of 15 employees selected organization-wide
- Chair, Training & Technology TQI Committee, 2024–2026
- Developing and Implementing an Outward Mindset – Arbinger Institute
- Outward Leadership – Arbinger Institute
- MAPP Foundations Leader Training