

Let's Connect

1567 Legacy Parkway E #4
Maplewood, MN
55109

651-343-6889

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[LinkedIn Profile](#)

Expertise

Instructional Design and

Development

eLearning

Accessibility

Adult Learning Theory

Technical Writing

Facilitation

Consulting

Data Collection

Data Analysis

Learning Experience Design

Communication

Project Management

Video Production and Editing

Attention to Detail

Collaboration

Development Tools

Articulate 360 (Storyline,
Rise, Review)

Camtasia

Vyond

Audacity

Microsoft 365 (Word,

PowerPoint, Excel, OneNote,

Teams, SharePoint, Copilot)

Learning Management

Systems (Canvas, Blackboard,

Cornerstone)

Google Suite

PowerBI

Snagit

Donna Hryniewicki

Summary

A highly motivated, learner-centric instructional designer with expertise in adult learning theory, Section 508 compliance, the ADDIE learning model, facilitation, eLearning, technology, written/oral communication, data analysis, and collaborative problem solving. Able to adapt to changing requirements by quickly acquiring new skills. Highly organized, detail oriented with excellent follow through.

Experience – Instructional Design

Instructional Designer

Fredrickson Learning (Contract) | June 2025 – Present

Partner with leaders, Subject Matter Experts (SMEs), and instructional design team to create engaging, interactive, learner-centric training for a new web-based application to meet business and learner needs.

- Design and develop scalable eLearning content on two concurrent projects for a large pharmaceutical company.
- Create and implement style guide and accessibility (Section 508 of the Rehabilitation Act of 1973) checklist for training.

Lead Instructional Designer and Lead Facilitator

ICF (Full-time) | March 2024 – April 2025

Partner with Subject Matter Experts (SMEs), creative team, and Environmental Protection Agency (EPA) to create learner-centric training.

- Developed an eight-session engaging, actionable, and interactive synchronous online energy management training series for small- and medium-sized manufacturers.
- Facilitated all sessions and partnered with Strategic Industrial Energy Advisors (SIEAs) for all deliveries.
- Ensured accessibility compliance for EPA.
- Learning Management System (LMS) user experience analyst.
- Ensured branding consistency in all deliverables.
- Designed and administered online and phone surveys to collect information on learner experiences, identifying opportunities to further engage and meet learners' needs.

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Volunteer

Caring for Cats
North Saint Paul, MN
2021-present

Certifications

Instructional Design
Summa Cum Laude
University of Wisconsin –
Stout
Menomonie, WI

Education

Master of Arts in Education
Summa Cum Laude
Saint Mary's University of
Minnesota
Minneapolis, MN

Master of Music (MM)
Summa Cum Laude
University of Minnesota,
Twin Cities
Minneapolis, MN

Bachelor of Business
Administration (BBA)
Summa Cum Laude
St. Norbert College
De Pere, WI

Donna Hryniewicki

Lead Instructional Designer/Technical Writer

TEKsystems (Contract) | October 2021 – December 2023

Designed and developed virtual instructor-led training (VILT) for a diverse international audience, including manuals, facilitator guides, participant handouts, and quick-reference guides.

- Project lead at 3M designing healthcare software training for the U.S. Department of Veterans Affairs (VA) and the U.S. Department of Defense (DOD).
- Worked with team of instructional designers, project managers, management, data analysts, SMEs, and clients on two large concurrent international training projects.
- Supported project by sending all communications prior to training, co-led virtual training, and established a centralized location for all training materials.
- Using the ADDIE learning model, developed internal and external interactive Articulate Rise courses for the commercial side of the business.
- Developed and instituted new quality assurance process for content development team, resulting in increased 508 compliance, increased document branding consistency, and fewer requested reconciliations.
- Conceived, designed, and implemented data collection tool; analyzed and reported results to management, resulting in the modification of training to address understanding gaps.

Instructional Designer

Apex Systems (Contract) | July 2020 – October 2021

Designed and developed new courses and concurrently revised existing courses on a strict quarterly development cycle.

- Collaborated with three departments within Strategic Education, Inc. (formerly Capella University) to accomplish course revision projects.
- Developed internal instructional design quality process for team.
- Collaborated with coworkers to resolve various technology barriers, communicated weekly agendas to SMEs, and managed document versioning.

Experience – Educator

Hudson Middle School | August 2018 – June 2020
North Branch Area Middle School | July 2013 – June 2018