

CONSULTANT PROFILE



Michelle D. Kirschner M.Ed.

RESUME:

- o Over 10 years experience in the financial industry
- o Over 5 years instructional design and project management experience
- o Specialties: Performance-based instructional design, e-learning, project management, needs assessment, facilitation, train the trainer
- o Designed various workshop-based instructor-led programs and interactive e-learning courseware for Vanguard
- o Designed training programs for a wide range of audiences (entry level through upper management)
- o Experience with creating curriculums and management coaching guides
- o Active member of ISPI and ASTD
- o Created custom learning maps/training plans
- o Obtained licenses for NASD Series 6 and 63
- o M.Ed., Penn State University; B.S., Business Administration/Finance, Bloomsburg University



effectPerformance

Instructional design solutions for your
learning and performance needs

BIO:

Michelle Kirschner is an instructional design consultant and holds a M.Ed. in Instructional Systems and a BS in Business Administration/Finance. She has extensive experience in the financial industry and uses this knowledge to create results-driven training programs and curriculums. Her experience also includes developing customized curriculums and learning maps for a variety of target audiences.

ROLES:

- o Instructional Design Consultant
- o Project Manager
- o Performance Improvement Consultant
- o Facilitator