

ERIC DOMBROWSKI

Marshall, Virginia

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<https://www.linkedin.com/in/dombrowskieric/>

SUMMARY

I bring over 15 years of experience in corporate and academic learning, placing a strong emphasis on learner-centered approaches. My expertise encompasses the comprehensive development of leadership and skills training, including instructor-led, virtual, blended, and eLearning formats. I specialize in aligning individual and organizational requirements and training gaps with clear, measurable learning objectives to drive results. Employing a range of authoring tools, I craft dynamic learning experiences to foster maximum participant engagement.

TECHNICAL SKILLS

- Articulate Rise and Storyline
- Adobe Creative Suite, Canva, Vyond
- Teams, Zoom, Google Meet
- LMS: Blackbaud, Canvas, Google Classroom, LMS365
- Microsoft Office 365

PROFESSIONAL SKILLS

- Instructional Design Theories: Backward by Design; ADDIE
- Curriculum Development
- Content Creation for Online and In-Person environments
- Team Management and Coaching
- Facilitation: Virtual and in-person

PROFESSIONAL EXPERIENCE

CARNIVAL CRUISE LINE

Sept 2022- Present

Lead Specialist, Learning and Development

- Identified competency gaps through skills assessments, leading to targeted training initiatives for over 30,000 employees worldwide. This includes building the Carnival College of Management and onboarding programs (Ship and Shore).
- Collaborate with subject matter experts (SME) in a consultancy role.
- Utilize the Kirkpatrick model to assess training effectiveness, provide recommendations, and implement feedback-driven changes to enhance initiatives. Developed a new leadership training taken by 567 participants, achieving a 95% overall course satisfaction rate and a 91% improvement in knowledge retention from pre to post-assessment.
- Interpreting creative direction and technical information and turning them into persuasive instructional design elements
- Successfully coached teams and individuals across all leadership tiers, leveraging DiSC and Hogan Assessments to identify strategies for enhancing collaboration, fostering a positive workplace culture, and mitigating operational challenges.

TEKPARTNERS

Instructional Design Specialist

Mar 2022- Sept 2022

- Independently manage training design and delivery according to the needs of the client.
- Consult and partner with the Learning and Development team, vendors, and subject matter experts to assess business needs and implement effective training solutions.
- Apply instructional design theories and Adult Learning Principles, Backward by Design and ADDIE, to recommend and design high-quality and engaging course content.
- Gauge program effectiveness at different levels by designing and using appropriate assessment tools, methods, and metrics.

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FOXCROFT SCHOOL

Curriculum Development/Teacher

Aug 2010 – 2022

- Develop and implement curriculum that includes videos, apps, quizzes, and projects to engage in various learning styles.
- Design Project Based Learning (PBL) courses.
- Analyze current learning strategies and theories to create, facilitate, and evaluate learning environments in instructor-led, virtual-instructor led, and blended environments.
- Utilize various technologies including Blackbaud, Google Classroom, Microsoft Office 365, Education, Adobe
- Create and maintain content for online, hybrid, and in-person learning environments.
- Advisor and Mentor to new hires and students.
- Trained to communicate with persons of all types of learning styles.

WAYNE STATE UNIVERSITY

Adjunct Faculty

2007-2010

- Design and implement courses within the Fine Arts Department
- Provide students with clear learning objectives and expectations

CONTINUING EDUCATION/CERTIFICATIONS

HOGAN ASSESSMENTS

2024

Hogan Assessment Certification

WILEY WORKPLACE LEARNING

2023

Everything DiSC Certification

Credential ID: 0000004714

NOVOED

Learning Experience Design: From Ideas to Impact

2023

- Design Lead tract

ONE SCHOOLHOUSE

Designing, Building, & Teaching for Blended Learning

2020

UNIVERSITY OF HAWAII at Manoa

Project Based Language Learning (PBL) Summer Institute

2018

EDUCATION

INDIANA UNIVERSITY BLOOMINGTON

Master of Music in Music Performance

UNIVERSITY OF ROCHESTER

Bachelor of Music in Music Performance