

David Koster

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Summary

Learning and Development professional with qualifications in teaching, instructional design, learning program and project management, performance consulting, and vendor relationships. Successful management of teams, budgets, and various modes of training and performance improvement delivery on time and within cost parameters to academic, military, retail, and corporate audiences.

Areas of Expertise

- Team Building • Curriculum Development • Budget Management • Adult Learning
- Microsoft Office • Blended Learning Approach • Cross Functional Collaboration • Business Consulting

Experience

Team Learning Services, LLC; Mooresville, NC

Current; **Owner-Consultant**

Team Learning Services provides instructional design, training and development consulting and services to small and medium-sized businesses.

Michael Weinig, Inc; Mooresville, NC

7 months; **Training Coordinator**

Responsible for working with all levels of the company to design, develop, implement, deliver, evaluate, and administer full life cycle of training and learning for Weinig and Holz-Her product lines, company-wide safety and OSHA compliance, and business skill development.

- Work with industrial woodworking Subject Matter Experts to create learning experiences for both employees and customers who sell, service, and operate Weinig machinery.
- Communicate with customers to schedule in-house training at Mooresville location.
- Compile and analyze program results and deliver to management as needed.

Lowe's Companies, Inc; Mooresville, NC

2 years, 10 months; **Learning & Development Program Leader**

Oversaw the design, implementation, measurement, reporting, and maintenance of technical/functional and professional development learning programs for Lowe's IT and Finance employees at the corporate office.

- Lead instructional design, strategy, analysis and selection process for determining appropriate classes and other developmental materials for supported roles.
- Organized and managed the delivery of 400 hours of IT classes for 246 attendees and 32 hours of Finance classes for 266 attendees in 2016.
- Managed an \$850,000 training department budget to within 1.1% of 0 in 2016.
- Administered outside training resources and managed vendor relationships (Accenture, Global Knowledge, Microsoft).

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Lowe's Companies, Inc; Mooresville, NC

7 years, 4 months; **Instructional Designer/Specialist**

Performed analysis, research, curriculum / performance design and development, authored paper-based and online learning materials, consulted with business partners to establish and implement performance solutions in support of general corporate learning and then specialized in Lowe's store-based Kitchen Project and Flooring department employees.

- Developed, maintained, and measured learning programs for Kitchens and Flooring departments encompassing over 175 hours of instructional material in OJT, directed OJT, ILT, multi-media, and video formats.

Additional Relevant Experience

CLASSROOM SCIENCE AND MATH TEACHER (8 years)

- Teacher of Biology, Environmental Science, Physical Science, Algebra, and Geometry in Florida and Pennsylvania public secondary schools.
- Head JV and Assistant Varsity Softball Coach; baseball instructor.

INSTRUCTIONAL DESIGNER AND EDUCATION CONSULTANT (10 years)

- Performed needs/task analysis, research, curriculum/training course design and development, authored training manuals, consulted with managers to establish training needs and methods.
- Employers and supported organizations include: SunTrust Banks, Orlando Science Center, U.S. Navy and Air Force, Florida Dept. of Education, Rollins College, University of Central Florida, Florida Division of Forestry, Glencoe Publishing, Federal Aviation Administration, Innovative Technologies in Education.

AUTOMOTIVE SERVICE TECHNICIAN (8 years)

- Performed diagnosis and general repairs on cars and light trucks, store manager, and parts sales.

Education

Master of Arts; University of Central Florida

Instructional Technology: Instructional Systems Designs; 4.0 GPA

Bachelor of Science; University of Central Florida

Science Education: Biology; 3.2 GPA

Professional Development

- Certificate Program in Automotive Technology. Pennsylvania Technical College.
- Performance Management Certification – Clark Consulting
- State Teaching Certificates – Secondary Science/Math/Middle Grades – Florida and Pennsylvania

Community Engagement

- Communications Director – Lake Norman Human Resources; SHRM Chapter.