



Trellis Manning

Manager of Training
Development

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Trellis has experience ranging from instructional design to project coordination and technical training. She uses the ADDIE model to develop instructional design and e-Learning. In her role as Manager of Training Development, she oversees the development team, including analyzing training effectiveness and monitoring progress to meet deadlines and budget.

Trellis shared some insights into her career, current position, and past accomplishments below:

When and why did you decide to pursue a career in your field?

Starting out as an elementary school teacher helped shape where I am today. I began to constantly look for ways to engage my students to retain information. After a few years of teaching, I wanted to broaden my scope of learning and development to other industries and types of learners.

What do you like best about your job?

I support self-reflection and what I like best about my profession is successfully completing a project from start to finish and being able to look back on what was successful about it and work on any areas of improvement. I feel there is always opportunity for improvement and the ever-changing learning and development industry helps provide those opportunities.

What project are you most proud of?

I am proud to have been a part of our Critical Infrastructure Protection online training development. That course was one of the first projects I worked on and for me, after realizing how much of an impact that particular training has, it was humbling to be a part of helping keep the Bulk Electric System safe and free from threat.

How has your job changed over the past few years?

I've seen the most obvious change in the various types of training. One example is a course that may have been initially developed with an hour or more runtime, but is now more desirable as small chunks of microlearning such as a video clip, engaging activity or simulation. Its training that has changed for the better to take less time, but ultimately produce the same results.

Give one word that describes you best.

Organized – I've noticed throughout my career, there must be some form of organization to produce the results I want, and that organization can look different for different people. For me, one way is looking at the big picture and breaking it down by identifying priorities.

What motivates you?

My drive to succeed motivates me. That intrinsic motivation is how I am where I am today. I strive to be better than I was the day before.



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