

Clear Horizon

CURRICULUM VITAE

Tanya Vladic, Head of the Clear Horizon Academy



Overview of Expertise

Tanya has a background in learning strategy, design and facilitation. She has worked across a variety of industries, in both domestic and international companies where she led the design and implementation of learning strategies, shifted the learning culture and enhanced learning experiences by leveraging Learning and Performance Eco-system thinking.

Tanya focuses on innovative learning experiences and how technology can be leveraged within the learning environment. She has implemented and enhanced Learning Management Systems. To reduce face-to-face learning time, and increase learning experience, Tanya has developed mobile-based gamification and media learning content and used corporate social platforms. She is passionate about using technology to obtain data to measure and enhance learning and to measure the achievement of learning outcomes.

Tanya has held senior management roles in several organisations and has strong learning project management skills having led the learning project management process for three years at Lion. Tanya holds a Certificate IV in Workplace Training and Assessment, a Graduate Certificate in Human Resource Management and an Advanced Diploma in Business Management. Tanya has also completed courses in Project Management (PMBOK) and Lean Change Management and is accredited in LSI.

Qualifications & Training

- 2016 Lean Change Management, Change Optimised
- 2016 LSI Accreditation, Human Synergistics
- 2013 Graduate Certificate of Human Resource Management, Deakin University
- 2012 Project Leadership, Australian Institute of Management
- 2008 Advanced Diploma of Business Management, Southbank Institute of Technology
- 2006 Certificate IV in Assessment and Workplace Training, Australian Institute of Management

Project Experience

Select Learning Design Projects

- Designed a mobile-based learning game for a major Australian Pet Supplies Retailer (2020)
- Redesigned a 3mth Sales Onboarding program for one of Australia's largest mass media companies (2020)
- Training Lead for the implementation of MiX Telematics into Toll's global fleet of vehicles (2018)



- Built a feedback app to help learners transfer their learning from a workshop back into the workplace (2017)
- A project team member tasked with creating a change framework and leadership learning programs to build the change capacity of Lion's leaders in preparation for Lion's transformation program (2016 – 2017)
- Built a three-level Beer Brewing capability framework that integrated qualifications into the workflow and reduced the time-to-fill of critical brewing roles (2013 – 2014)
- Training Project Management of a new telephony system to 1400+ employees across Australia (2012)
- Project Manage and rewrite the 4-week Induction Sales program for the White Pages group (2012)
- Design and develop training modules for the Sensis Yellow Pages sales force (2011)
- Redesigned a 20-week front-line induction process to enable stronger support to new staff members and their managers (2009)



Select Learning Strategy Projects & Continuous Improvement

- Designed and introduced a Measurement and Evaluation framework to evaluate the impact of capability solutions (2016 – 2017)
- Implemented a learning strategy to shift from traditional workshops and e-Learning to learning solutions integrated into the flow of work via relevant performance support, knowledge management, social and structured learning (2016)
- Created a Capability framework to establish best practice for our 35 capability leaders (2016)
- Created an annual organisation-wide diagnose strategy. The outcome was a prioritised annual capability plan (capability projects) directly aligned with organisational strategy and growth (2015)
- Built the Lion Way for Capability Design and Delivery framework; a six-step process to create rigour when engaging stakeholders, conducting learning needs analysis, and developing capability solutions (2014)
- Drove the use of Success Factors Learning (LMS) to give learners easier access to our learning catalogue, manage the capability resources and budgets, and deliver a 96% reduction in time taken to complete monthly compliance reporting (2015 – 2017)

Positions held

- 2019 – 2020 Head of Learning - Red Hero Group
- 2017 – 2018 Training and Change Lead - Group
- 2015 – 2017 Learning Experience Leader - Lion Co

Memberships

Australian Institute of Training & Development