

BRENNAN STEWART

Renton, WA

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LinkedIn: /brennanstewart | Portfolio: bnstewart.com

TRAINING & DEVELOPMENT LEADER

Training and development leader with 12+ years of experience leading large-scale training programs in highly regulated, safety-critical environments. Proven ability to manage end-to-end training operations, including program planning, instructor enablement, and multi-site deployment across geographically distributed workforces.

Experienced in partnering with operational leadership, safety stakeholders, and union-adjacent environments to deliver training that improves compliance, reduces risk, and increases efficiency. Background spans aviation and higher education, with a focus on workforce training, performance improvement, and scalable learning systems.

CORE EXPERTISE

- Training Program Operations & Oversight
 - Workforce Training in Regulated Environments
 - Safety & Compliance Training Programs
 - Instructor Development & Enablement
 - Multi-Site Training Deployment Strategy
 - Cross-Functional Leadership & Stakeholder Alignment
 - Learning Experience Design (LXD) & ADDIE
 - ILT, VILT, eLearning, OJT & Simulation-Based Training
 - Training Metrics, Reporting & Continuous Improvement
 - Process Optimization & Training Efficiency
 - LMS / LXP Implementation & Learning Deployment
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PROFESSIONAL EXPERIENCE

Alaska Airlines | Renton, WA

SENIOR INSTRUCCIONAL DESIGNER, AIRPORT OPERATIONS | Sep 2022 - Present

Earlier role: Flight Operations Instructional Designer & Trainer II

Lead the development, execution, and deployment of operational training programs supporting ~20,000 frontline employees across 140+ domestic and international stations in a highly regulated, safety-critical environment. Partner with operational leadership, policy teams, and audit stakeholders to ensure training aligns with regulatory requirements, safety standards, and workforce needs.

- Own end-to-end training program lifecycle from intake through deployment, including needs analysis, scope definition, project planning, stakeholder alignment, development oversight, instructor enablement, and LMS implementation.
- Manage a portfolio of 10-20 concurrent training initiatives, prioritizing roadmap execution, balancing resources, and ensuring on-time delivery across cross-functional teams.

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TRAINING & DEVELOPMENT LEADER

- Lead and mentor instructional designers and developers, providing direction, coaching, and quality oversight to ensure consistent program delivery and alignment with operational goals.
- Direct large-scale training initiatives, including development and rollout of DOT-mandated hands-on training impacting 19,000+ employees, with responsibility for deployment strategy, train-the-trainer execution, and multi-site implementation.
- Coordinate training deployment across a geographically distributed network, including instructor readiness, scheduling considerations, and planning for remote and operationally constrained locations.
- Partner with operational leadership, safety stakeholders, and audit teams to ensure training supports compliance requirements, safety initiatives, and operational performance.
- Contribute to strategic planning efforts, including budget input, executive reporting, and enterprise-wide implementation planning for high-impact initiatives.
- Redesign and consolidate complex training programs (e.g., merger-related Fleet and Fuel training), creating scalable solutions supporting multiple operational variations.
- Drive training efficiency improvements, including reducing ILT footprint duration (e.g., 9-day program to 7 days) while maintaining compliance and performance standards.

Earlier Role: Flight Operations Instructional Designer & Trainer II

- Designed FAA-regulated pilot training programs for Boeing and Airbus fleets, including simulator lesson plans, AQP modules, and leadership development in a highly regulated environment.
- Partnered with chief pilots and SMEs to translate complex aircraft systems and procedures into scenario-based, performance-driven training.

Seattle Pacific University | Seattle, WA

INSTRUCTIONAL DESIGNER | Oct 2020 - Sep 2022

Designed and deployed online learning experiences across undergraduate and graduate programs during a large-scale institutional transition to digital learning.

- Partnered with faculty across multiple disciplines to design learner-centered courses aligned with instructional best practices.
- Developed a campus-wide faculty development initiative to improve online teaching capability and digital pedagogy.
- Resolved 1,300+ LMS support requests while improving documentation and self-service resources.

William Jessup University | Rocklin, CA

INSTRUCTIONAL DESIGN ASSISTANT | Aug 2014 - Oct 2020

Supported development and delivery of distance education programs and digital learning content.

- Implemented video production and captioning workflows, increasing course production capacity by ~45%.
- Introduced captioning services that reduced accessibility compliance costs by ~\$9K annually.
- Produced multimedia content supporting online learning and institutional initiatives.

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TRAINING & DEVELOPMENT LEADER

TECHNICAL TOOLS & PLATFORMS

Articulate Storyline | Adobe Creative Cloud | Camtasia | Cornerstone | Canvas | Moodle

Microsoft Office Suite | Google Workspace | AI-Enhanced Learning Design & Workflow Optimization

EDUCATION

Master of Distance Education (4.0 GPA)

University of Maryland, Global Campus | Adelphi, MD | 2020 - 2022

Bachelor of Arts, English (Summa Cum Laude)

William Jessup University | Rocklin, CA | 2014 - 2018

CERTIFICATES & AWARDS

Applying the QM Rubric

Quality Matters | 2021

The Honor Society of Phi Kappa Phi

University of Maryland, Global Campus | 2022

Foundations of LLAMA

Torrance Learning | 2025