

Brennan Stewart

LEARNING & DEVELOPMENT LEADER

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Learning and development leader with 12+ years of experience leading enterprise training programs, learning operations, and workforce readiness initiatives in highly regulated, safety-critical environments. Skilled at translating business, compliance, and operational needs into scalable learning processes that improve readiness, standardization, and execution across distributed workforces. Experienced in end-to-end learning lifecycles, including intake, content strategy, LMS deployment, instructor enablement, governance, implementation planning, and continuous improvement.

Core Expertise

- Learning Ecosystem Operations
 - Learning Content Lifecycle Management
 - Enterprise Training Operations
 - LMS / LXP Deployment & Governance
 - Learning Process Optimization
 - Workforce Readiness
 - Cross-Functional Leadership
 - Regulatory & Compliance Training
 - Instructor Enablement
 - Team Coaching & Talent Development
 - Measurement & Continuous Improvement
 - AI-Enhanced Learning Workflows
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Professional Experience

Alaska Airlines | Renton, WA

SENIOR INSTRUCCIONAL DESIGNER, AIRPORT OPERATIONS | Sep 2022 - Present

Lead enterprise training strategy, design, and deployment for Airport Operations programs supporting approximately 20,000 frontline employees across 140+ domestic and international stations in a regulated, safety-critical environment. Partner with operational leadership, Policy, Training Delivery, Customer Advocacy, Legal, audit stakeholders, and station teams to translate business, compliance, and operational needs into scalable learning solutions.

- Advise stakeholders from intake through deployment on whether training is the appropriate solution, challenging low-impact requests such as underutilized optional eTools when required training, operational risk, or compliance priorities demand greater focus.
- Prioritize 10 to 20 concurrent training initiatives across competing operational needs, partnering with leaders to delay, combine, or sequence work based on risk, learner volume, station impact, and business-critical deadlines, including recent baggage training roadmap decisions that protected system update readiness.
- Serve as an informal team lead and trusted coach for junior, temporary, and peer instructional designers, strengthening design quality, stakeholder communication, and project independence while helping temporary talent extend into longer-term contribution.
- Led enterprise readiness planning for DOT-mandated hands-on accessibility training impacting 19,000+ Alaska, Hawaiian, Horizon, and vendor employees, translating regulatory requirements into a scalable deployment model, equipment strategy, cost forecast, trainer approach, and documentation framework.
- Built the six-figure cost model accepted for DOT Hands-On fiscal planning, surfacing equipment, travel, trainer-capacity, and station-readiness needs that enabled responsible implementation reforecasting.

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- Designed a cascade train-the-trainer model for approximately 144 stations, enabling core instructors to prepare station trainers while balancing consistency, capacity, and operational constraints.
 - Led on-site readiness and cutover support for SMF during Passenger Single Service transition, serving as the Boots on the Ground liaison between station leadership and the HNL command center to coordinate communications, escalation paths, risk prevention, and operational continuity.
 - Established team job aids, process guides, FAQs, and workflow standards for course translation, introducing an export process that reduced manual copy/paste effort, improved version control, and future-proofed course edits across localized training materials.

Earlier Role: Flight Operations Instructional Designer & Trainer II

- Designed FAA-regulated pilot training for recurrent, transition, qualification, upgrade, leadership, and fleet programs across Boeing and Airbus operations, supporting AQP compliance, FAA approval processes, instructor calibration, and recurring training cycles.
- Partnered with fleet captains, chief pilots, standards leaders, Human Factors, and regulatory stakeholders to convert complex aircraft systems and procedures into scenario-based training that improved simulator readiness, scenario quality, and pilot preparedness.

Seattle Pacific University | Seattle, WA

INSTRUCTIONAL DESIGNER | Oct 2020 - Sep 2022

- Consulted with approximately 40 faculty and launched a faculty development seminar reaching approximately 60 faculty during the pandemic transition to remote learning, improving digital pedagogy, accessibility practices, assessment methods, and reusable online course design.

William Jessup University | Rocklin, CA

INSTRUCTIONAL DESIGN ASSISTANT | Aug 2014 - Oct 2020

- Sustained critical online learning operations during a crisis, expanded production capacity, created repeatable workflows, and built systems that continued beyond tenure.
- Designed a templated green-screen lecture production workflow that increased course production capacity by approximately 45%; implemented a standardized captioning approach that reduced recurring compliance costs by approximately \$9K annually.

Learning Technology & Platforms

Articulate Storyline | Cornerstone | Canvas | Moodle | Camtasia | Adobe Creative Cloud | AI-Enhanced Workflows

Education & Professional Development

Master of Distance Education (4.0 GPA)

University of Maryland, Global Campus | Adelphi, MD

Bachelor of Arts, English (Summa Cum Laude)

William Jessup University | Rocklin, CA

Applying the QM Rubric - Quality Matters | 2021

Foundations of LLAMA - Torrance Learning | 2025