

LA SHAE M. THOMAS

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LEARNING & DEVELOPMENT SPECIALIST | INSTRUCTIONAL DESIGNER

PROFESSIONAL SUMMARY

Career-transitioning professional bringing 17 years of applied research in adult identity development and human capacity into a formal Learning & Development role. Holds an M.S. in Leadership and a B.A. in Psychology with a Counseling concentration. Background includes designing research-backed instructional programs, facilitating live adult learning cohorts, and developing behavioral science-grounded assessment tools. Eager to bring this foundation into an organizational L&D environment and continue growing within the field.

CORE COMPETENCIES

Instructional Design: Curriculum development, adult learning principles, ADDIE framework, assessment & evaluation design, learning objectives alignment

Research & Analysis: Longitudinal research methodology, behavioral science frameworks, data analysis & reporting, literature synthesis

Facilitation: Live virtual session facilitation, cohort learning, peer mentorship, onboarding support

Technology: LMS administration, HTML/CSS/JavaScript, Canva, Adobe Creative Suite, Microsoft 365, Google Workspace, AI-assisted content development (Claude, ChatGPT)

Content Creation: Video & audio script development, multimedia educational content, podcast production, written research articles

PROFESSIONAL EXPERIENCE

Human Development Researcher & Capacity Strategist | *LMT Mindfulness*

Mar 2024 – Present

Coaching LLC

Remote (Independent/Contract)

- Designed and built a research-backed human development curriculum by synthesizing 17 years of longitudinal autoethnographic research data on identity development and capacity across the lifespan.
- Applied frameworks from 9+ scholars (Marcia, Winnicott, McAdams, Deci/Ryan, Bandura, Mezirow, Jung) into a structured adult learning model deployed across coaching and educational programs.
- Developed and validated assessment instruments measuring identity clarity, self-authorization, and capacity awareness to support program placement and learner readiness evaluation.
- Produced educational content across multimedia formats — podcast episodes, video series, case studies, and written research articles — extending reach to adult learners.
- Designed audio-based instructional program (ESSENTFLOW™ Xperience) comprising 25 scripted learning modules across four developmental phases, each with structured objectives, reflective prompts, and application activities.

Welcome Fellow & Session Facilitator | *Climb Hire*

Sep 2024 – Present

Berkeley, CA (Remote)

- Facilitated 4 live virtual educational sessions for cohorts ranging from 5–20+ adult learners enrolled in a digital marketing upskilling program, ensuring alignment with program learning objectives and competency frameworks.
- Deliver structured curriculum content including session scripts, learner activities, and discussion prompts to support skill acquisition and professional development outcomes.
- Support learner retention and community engagement as Welcome Fellow through cohort onboarding, peer mentorship, and ongoing learner support.

Paid Search Marketing Trainee | *Climb Hire*
Berkeley, CA (Remote)

Apr 2024 – Jul 2024

- Completed intensive 4-month professional upskilling program; earned Google Ads Search Certification and Meta Certified Digital Marketing Associate Certification.
- Designed and executed a paid search marketing campaign for a business client as part of a 3-person capstone team within a 3-week timeline.
- Applied digital marketing principles through collaborative strategy development, competitor research, KPI establishment, and peer-defended analysis.

EARLY CAREER

Administrative Coordinator · Center for Creative Leadership · San Diego, CA Aug 2018 – Jun 2020
Coordinated operations, scheduling, and logistics for professional leadership development programs at a globally recognized L&D institution. Supported staff, faculty, and program management across conferences, trainings, and speaking engagements.

Personal Trainer / Digital Marketer · LMT Mindfulness Coaching LLC · San Diego, CA Jan 2021 – Mar 2024

Elite Trainer · Crunch Fitness · San Diego, CA Nov 2022 – Jul 2023

Executive Assistant to CEO · Campos Inc. · Pittsburgh, PA Apr 2016 – Jan 2017

Customer Service Agent · CBC Innovis · Pittsburgh, PA Apr 2015 – Apr 2016

EDUCATION

M.S., Leadership | Concentration: Community Leadership May 2016
Duquesne University · Pittsburgh, PA

B.A., Psychology | Concentration: Counseling | Minor: Social Work & Behavioral Health Services May 2013
Carlow University · Pittsburgh, PA

WORK EVIDENCE & PORTFOLIO

View selected work, case studies, and research artifacts at portfolio.essentflowbyshae.com

References and additional work samples available upon request.