

Dedra Debose

San Francisco Bay Area, CA

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PROFESSIONAL SUMMARY

Learning & Development professional with 5+ years of experience leading blended learning programs, learning journeys, and employee development initiatives in fast-paced, high-growth environments. Skilled in designing scalable learning experiences that integrate instructor-led training, e-learning, and experiential development to drive performance and organizational capability. Proven ability to manage complex programs, align stakeholders, and deliver high-impact learning solutions that support career growth and business outcomes.

EXPERIENCE

Culture & People Development Program Manager

Twitch — May 2022 – Present

- Lead the design and execution of employee development programs supporting leadership growth, culture initiatives, and organizational capability building.
- Develop blended learning experiences including instructor-led sessions, virtual workshops, digital learning content, and experiential development opportunities.
- Partner with HR, Talent Management, and cross-functional leaders to align learning initiatives with workforce development and engagement goals.
- Manage program planning, timelines, and stakeholder coordination to ensure learning initiatives are delivered consistently and effectively.

Learning & Training Specialist

Twitch — Aug 2021 – May 2022

- Designed and delivered onboarding and role-based training programs across virtual and instructor-led learning environments.
- Developed learning materials including presentations, facilitator guides, and digital coursework to support employee development.
- Collaborated with SMEs and leaders to translate business needs into structured learning programs.
- Supported the implementation and coordination of learning initiatives using learning technologies and digital platforms.

Sales Support Administrator

Coldwell Banker — Dec 2019 – Aug 2021

- Coordinated operational processes and documentation supporting high-volume sales teams.
- Developed internal documentation and process guides to support consistency and efficiency.
- Partnered with cross-functional teams to manage communications and workflow coordination.
- Managed multiple priorities and administrative initiatives in a

SKILLS

Blended Learning Strategy & Program Delivery

Learning Pathways & Learning Journey Design

Program & Project Management

Stakeholder & Cross-Functional Collaboration

Leadership Development & Onboarding Programs

Instructional Design & Adult Learning Principles

LMS & Learning Technology Collaboration

Tools: Articulate Storyline, Rise 360, Canva, Google Workspace, MS Office

CERTIFICATIONS

Everything DiSC® Certified Practitioner

Wiley Workplace Learning
Issued: July 2024

ATD Instructional Design Certificate

The Association for Talent Development
Issued: January 2024

ClickUp Expert Certificate

Clickup
Issued: January 2023

Articulate Storyline Certificate

The Association for Talent Development
Issued: December 2022

EDUCATION

BS Business Administration

Cal State University - East Bay
May 2019

fast-paced business environment.

Marketing Coordinator

Coldwell Banker — Jul 2019 – Dec 2019

- Supported marketing campaigns and content development for real estate listings and brand promotion.
- Created presentations and communication materials for internal teams and external stakeholders.
- Coordinated multiple projects while maintaining brand consistency and deadlines.
- Collaborated across teams to execute marketing initiatives and business development efforts.

Digital Marketing & Communications Intern

Visit Concord, CA — Oct 2018 – May 2019

- Created digital content to support tourism campaigns and community engagement initiatives.
- Assisted with communications and marketing strategy across digital platforms.
- Supported campaign coordination and marketing project execution.

Contracts Administrator

Kaiser Permanente — Mar 2016 – Aug 2018

- Managed contract documentation and compliance processes in a regulated healthcare environment.
- Maintained document accuracy, version control, and regulatory adherence.
- Collaborated with internal teams to ensure alignment with organizational policies and procedures.

ACCOMPLISHMENTS

Company Admin for LinkedIn Learning - annual contract renewal and increased engagement through Friday topic posts and curated content.

Redesigned, rebranded Situational Leadership Training to align with company values / culture. 3 day presentation, accompanying workbook.

Managed marketing and company wide engagement for People Team Programs.

Designed brand for IC and Manager development workshops.

Redesigned a 6-part Storyline elearning into updated Rise360 design.

Redesigned LifeLabs workshops with low engagement averaging 5 of 30 seats filled to averaging 25 of 30 seats filled per workshops.

Designed and launched the by request workshop systems which increased engagement in development interest across the company.

