

KENDRA GRANT

MET, OCT, CTD, NTP (Pending)

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📍 Toronto, Canada Area



EXPERIENCE

Learning & Development Consultant

Kendra Grant Consulting

📅 1999 - Present 📍 Toronto, Ontario

Providing design, development, implementation, and assessment learning services for districts, start-ups, non-profits, business and government. Work includes:

- Using an agile project management strategy, lead the development, content and marketing teams in the creation of an online instructional app on workplace negotiation and women's equity
- Designed and delivered in person and virtual professional development across North America and internationally
- Supported the redesign and redeveloped of an online educational game into a business application for virtual teams
- Using gamification and adult learning principles to create an online course sold across Canada
- International trainer for visual thinking software (Inspiration)

Sr. Manager, Learning Design & Delivery

Walmart Canada

📅 03/2018 📍 Mississauga

In this role I:

- Lead the design, development and delivery of multiple complex, concurrent strategic learning projects for Field, Fleet, Logistics and Home Office including, Omni, associate training, compliance training, onboarding and leadership
- Managed and develop a team of 12 designers (associates, vendors) who create the training assets (on-line, IVLT, in person) for 90,000 associates across Canada
- Liaise with SMEs, business partners, outside companies and vendors to create modern, engaging learning assets and experiences
- Incorporated surveys, debriefs, listening session, video engagement data, and metrics to assess learner engagement and program effectiveness
- Created the end-to-end design process for learning including intake process, learning strategy document, asset development and SLA, business/SME responsibilities and LMS/System deployment
- Supported the cutover training, change management and resource development for new HR tool (Workday) and LMS Moodle)
- Design storyboards, scripts, videos, websites (AEM), interactive eLearnings and on-the-job training materials (as required)

SUMMARY

Five skills I bring:

- 1. Learner Mindset:** What's possible? What can I do differently? What do others' think?
- 2. Visual Thinking:** Seeing the big picture, connecting ideas
- 3. Entrepreneurial:** Embracing the challenge of change to help solve wicked problems
- 4. Inclusion Focused:** Applying the UDL framework to intentionally design inclusive adult learning
- 5. Building Teams:** Establishing trust, empowering others and being kind

EDUCATION

Nutrition Therapy Practitioner (NTP) - pending

Nutritional Therapy Association

📅 09/2024 - 08/2025 📍 Online

- Trained in functional, root-cause analysis to support and enhance health through five foundational principles: a nutrient-dense diet, digestion, blood sugar regulation, stress management, and sleep support.
- Focused on bio-individuality, client education, and sustainable lifestyle integration.

Masters of Educational Technology

University of British Columbia

📅 2016 📍 Online

- Focus: adult learning & development with technology
- Professional Learning vs Professional Development
- Communities of Practice
- The application of Universal Design to create accessible, equitable learning environments

EXPERIENCE

Director of Professional Development and Learning

Quillsoft Ltd.

📅 08/2017 - 05/2018 📍 Toronto, Ontario

Creators of Q-suite software: Integrated technology tools used in schools, higher education and the workplace to support and enhance reading and written communication.

- Designed and delivered face-to-face and hybrid training, workshops, webinars, curriculum and courses to support customer loyalty and retention
- Redesigned digital media assets for marketing and training purposes to build brand
- Build positive customer relations through social media, events and in-person presentations

Co-founder, Chief Education Officer

Sublime Learning

📅 2010 - 2015 📍 Portland, Oregon

We created eTeachables™: personalized online video and template resources for just-in-time learning

- Directed the product development and delivery strategy of the company
- Led the end-to-end design, development and implementation of our products and programs
- Created and delivered system-wide technology implementation, curriculum design, and PD across North America including train the trainer, blended and online learning
- Worked with SMEs, and managed instructional designers and outside vendors to create customized learning solutions
- Worked collaboratively with a variety of stakeholders in education and businesses in consultation, project and program planning
- Designed and delivered continuing education courses through accredited university (UND)

MOST PROUD



Dive Into UDL (Second Edition)

Co-wrote and published a book (with Luis Pérez PhD) that supports professional learning, and models Universal Design for Learning in action



Walmart Canada

Built and developed a high-performing team of instructional designers to create engaging and impactful learning experiences. Fostered a collaborative, agile learning environment, driving innovation and excellence in corporate training. Led the develop (Workday), of over 190 assets in just six weeks using an iterative, shared design approach, ensuring speed, efficiency, and alignment with business goals.

CERTIFICATION

Certified Nutritional Therapy Practitioner (NTP) Pending

Nutritional Therapy Association - 2025

Certified Training and Development Professional

Institute for Performance and Learning - 2025

Certificate in Adult Education

Canadian College of Education

Articulate Storyline Advanced Training

Ontario Certified Teacher

Ontario College of Teachers

PUBLICATIONS

Dive Into UDL: Immersive Practices to Develop Expert Learners (Second Edition)

International Society for Technology in Education (ISTE)

Kendra Grant & Luis Pérez

📅 2022

Dive Into UDL fosters a "choose your own adventure" approach to professional learning, providing educators with a "toe in, shallow swim and deep dive" as they explore and apply Universal Design for Learning principles to their instructional practice.

Online Teaching in K-12 (Second Edition)

Information Today, Inc.

Elizabeth Dalton, Luis Pérez & Kendra Grant

📅 2025

Book Chapter: The application of Universal Design for Learning (UDL) to online learning.

MOST PROUD



Sublime Learning

Co-founded, lead and successfully sold an EdTech startup focused on delivering "just-in-time" PD to educators across North America.

EXPERTISE

Adult Learning



Instructional Design



Multimedia Production



Iterative Design Process



Accessibility, Inclusion & UDL



Implementation Specialist



AWARDS



Inclusive Educator

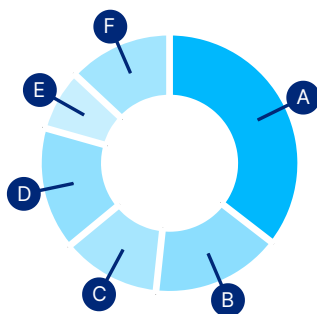
Inclusive Learning Network Outstanding Educator Award.



Galan Weston Award

Invaluable contribution to anti-bullying professional resources

PASSION & PLAY



- A Nutritional Therapy Practitioner Certification
- B Murdoch Mysteries Curriculum Design
- C Condo Board Responsibilities
- D Nutritional Course/Book
- E Managing House Build
- F Health and Wellness

PUBLICATIONS

S00C: A New Model for Online Professional Learning Communities - Focus: UDL.

In Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education

Elizabeth Dalton, Luis Pérez, Kendra Grant

2014

VOLUNTEERING

VP Board & Communication Lead

PCC-171 Applewood Landmark

Developed change management communication (print, presentations, video) for an \$18M window replacement project as Condo Board Communication Lead, ensuring clarity and stakeholder buy-in

Virtual Volunteer

Be My Eyes

Supporting blind & low-vision individuals with everyday tasks over the phone

Past-President Inclusive Learning Network

ISTE (Social Media / Communication)