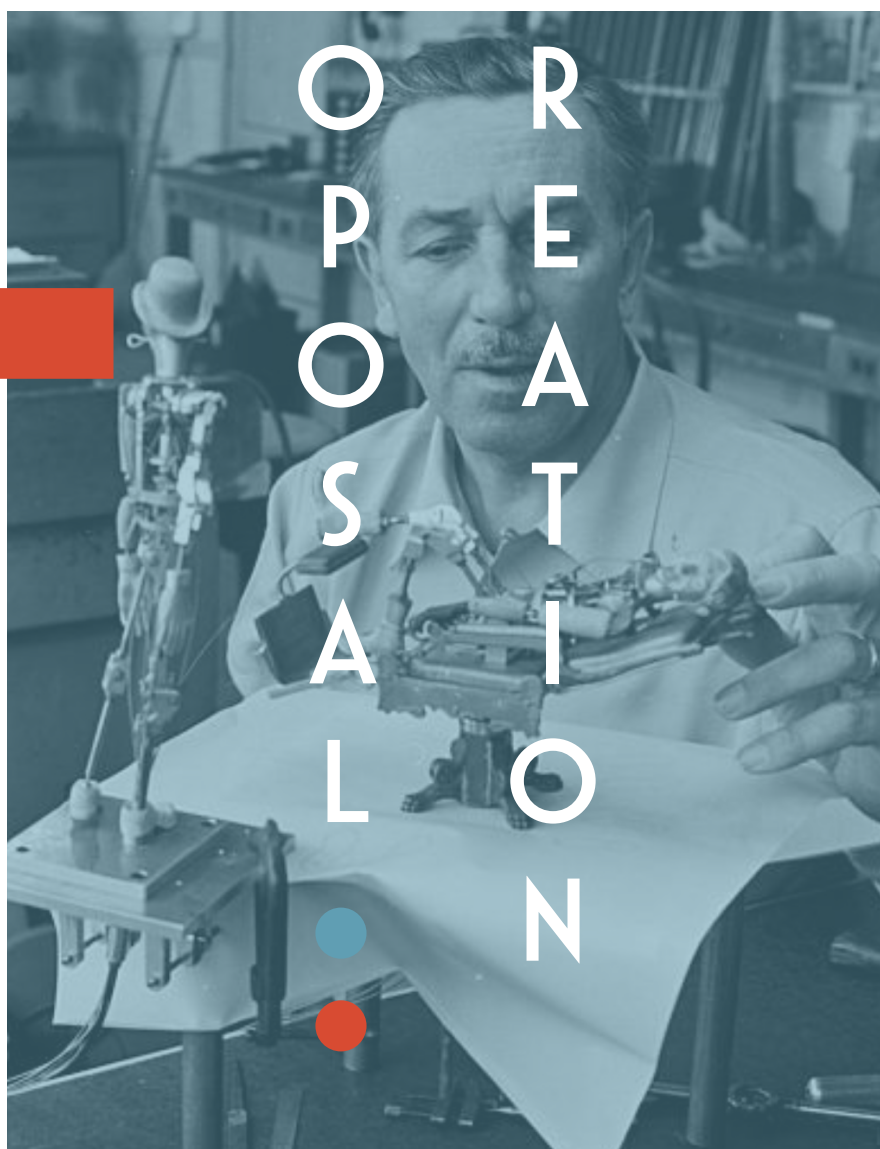


PROPOSAL

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THE CREATIVE PROPOSAL FOR THE CREATION OF

**WDI GLOBAL TRAINING
DEVELOPMENT AND DELIVERY**

NOTICE^{✦✦}

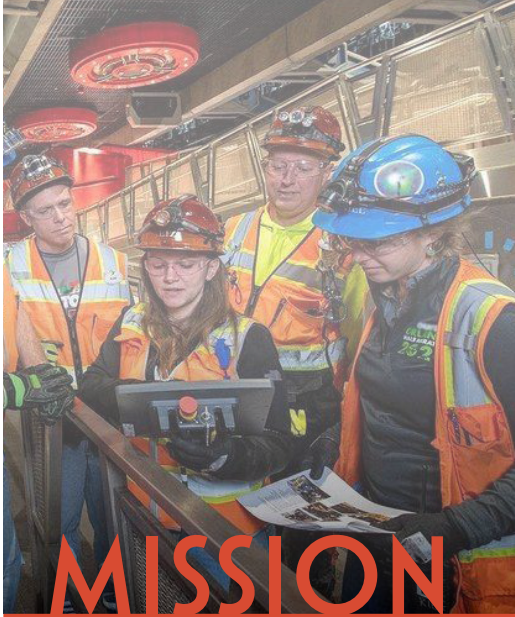


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MISSION

WDI Global Training Development and Delivery strives to strengthen Walt Disney Imagineering onboarding and training by providing tailored, innovative, and meaningful learning experiences.



VISION

To be the core, global training hub for Walt Disney Imagineering.



VALUES

WDI Global Training Development and Delivery values innovation, diversity, inclusion, collaboration, and continuous improvement to meet the needs of all learners.

WDI GLOBAL TRAINING DEVELOPMENT AND DELIVERY

✦ WHAT WE DO

WDI Global Training Development and Delivery would be a WDI-owned and operated department. We work with all WDI Studios/DoWs to develop a consistent set of onboarding, training, and project hand-off materials and courses. We strive to maintain sustained learning and accountability across the studios to create cohesive documentation, courses, workshops, and conferences.

TRAINING DEVELOPMENT

WDI Global Training Development and Delivery will develop a suite of documents from the ground up for areas with no existing onboarding and/or training. To maintain consistency in training and development, any pre-existing onboarding and/or training materials would be repackaged to align with our suite style guide. Please note: core content for these existing materials would not be reworked; however, the team will assess the training structure to ensure alignment with our instructional design approach. A standard suite of training documents may include:

- ✦ Procedural and/or creative (source) content
- ✦ Facilitator guides
- ✦ Styles and nomenclature guides
- ✦ Standards of practice
- ✦ Course through system of record
- ✦ Database of glossary terms

TRAINING DELIVERY

WDI Global Training Development and Delivery will coordinate and deliver all developed onboarding and training materials. Training Delivery Managers will work with partners in the area to ensure alignment of the training vision, develop timelines, training plans, and training cost estimates as needed. For areas with preexisting materials, our team will work to identify if we can help cover aspects of training to lessen any burdens in the area.

PROFESSIONAL DEVELOPMENT

WDI Global Training Development and Delivery will create a series of professional development workshops, courses, and conferences to broaden and strengthen the learning experience within Walt Disney Imagineering. Additionally, future goals include creating and implementing an annual Global WDI Learning and Development conference, featuring a variety of learning and development programs related to site talent and organization strategy. Participants would follow tracks ending in a learning summit.

Professional development events will be catered towards general development topics and specific WDI initiatives and will be offered to all Imagineers no matter their level.

More information is detailed throughout this proposal.



KEY

PARTNERSHIPS

Partnerships will be imperative when designing training and learning content. WDI Global Training Development and Delivery will partner with the following:

GLOBAL WDI STUDIOS/DOWS

We will set up time with each Studio/DoW to discuss current and future training needs. There will also be ways for teams to submit requests for training outside of these calls.

WDI KNOWLEDGE CENTER

We will partner with the WDI Knowledge Center to incorporate historical knowledge and relevant content in our training that supports the learning experience.

DISNEY UNIVERSITY

Imagineers will still attend Traditions, led by Disney University, to understand more about the Walt Disney Company heritage and life within Disney Parks, Experiences, and Products.

TRANSLATION SERVICES

As a global department serving all Imagineers, we will work with translation services to ensure our content is accessible for all learners.

SYSTEM OF RECORD

We will partner with D Learn (or whichever system of record is used) to host all developed learning content.

DPEP/WDPR/OTHER SEGMENTS OF THE WALT DISNEY COMPANY

We will partner with other segments to develop project turnover media and hold train the trainer sessions.

Additional partnerships will vary based on project needs.



INSTRUCTIONAL DESIGN APPROACH ✨

The ADDIE model will be the foundational framework used for our training programs, professional development courses, and workshops. We will support this framework by utilizing a variety of learning theories to support the design of meaningful core content.

ADDIE CURRICULUM MODEL

The ADDIE model creates a structured process for instructional design by offering a clear, step-by-step framework to guide instructional designers through the process of creating educational programs. It ensures alignment between all course elements, such as instructional materials, activities, and objectives.

The ADDIE model collects data at each phase, thus supporting data-driven decision making. This is pertinent as it allows the instructional designers to make adjustments that enhance the learning experience. Ending in an evaluation phase, instructional designers can collect feedback and data on the training/program's effectiveness, allowing for adjustments and continuous improvement.



ANALYSIS

In this phase you need to identify:

- + Course Learning Outcomes
- + Learner Characteristics
- + Learning gaps
- + Required resources
- + Ideal desired learning environment

DESIGN

In this phase, you will:

- + Identify module-level learning objectives.
- + Identify assessments and activities.
- + Design the learning environment.

(Develop Blueprint and Syllabus)

DEVELOPMENT

In this phase, you will:

- + Construct and refine content based on OSCQR guidelines.
- + Develop assessment and activities.
- + Finalize learning materials.

IMPLEMENTATION

In this phase, you will:

- + Pilot the developed course.
- + Ensure all functions of the system are running.
- + Do minor modifications, if needed.

EVALUATION

In this phase, you will:

- + Conduct formative and summative evaluations for further improvement.

✦ PHASE 1: ANALYSIS

In this phase, we will identify learning gaps to determine course outcomes, during which we will consider the following: learner characteristics, styles, theories, and the learning environment. We will determine learner's prior knowledge through a variety of pre-assessments when applicable and identify any prerequisites. Establishing these learning outcomes lays the foundation for pedagogical considerations. In this phase, we will discuss the best format for the training—face-to-face, online, or hybrid.

✦ PHASE 2: DESIGN

In this phase, we will identify the major training elements, such as topics, module learning objectives, activities, and assessments. We will ensure alignment by creating a training blueprint to map out and organize content, including resources that will be available after the training.

✦ PHASE 3: DEVELOPMENT

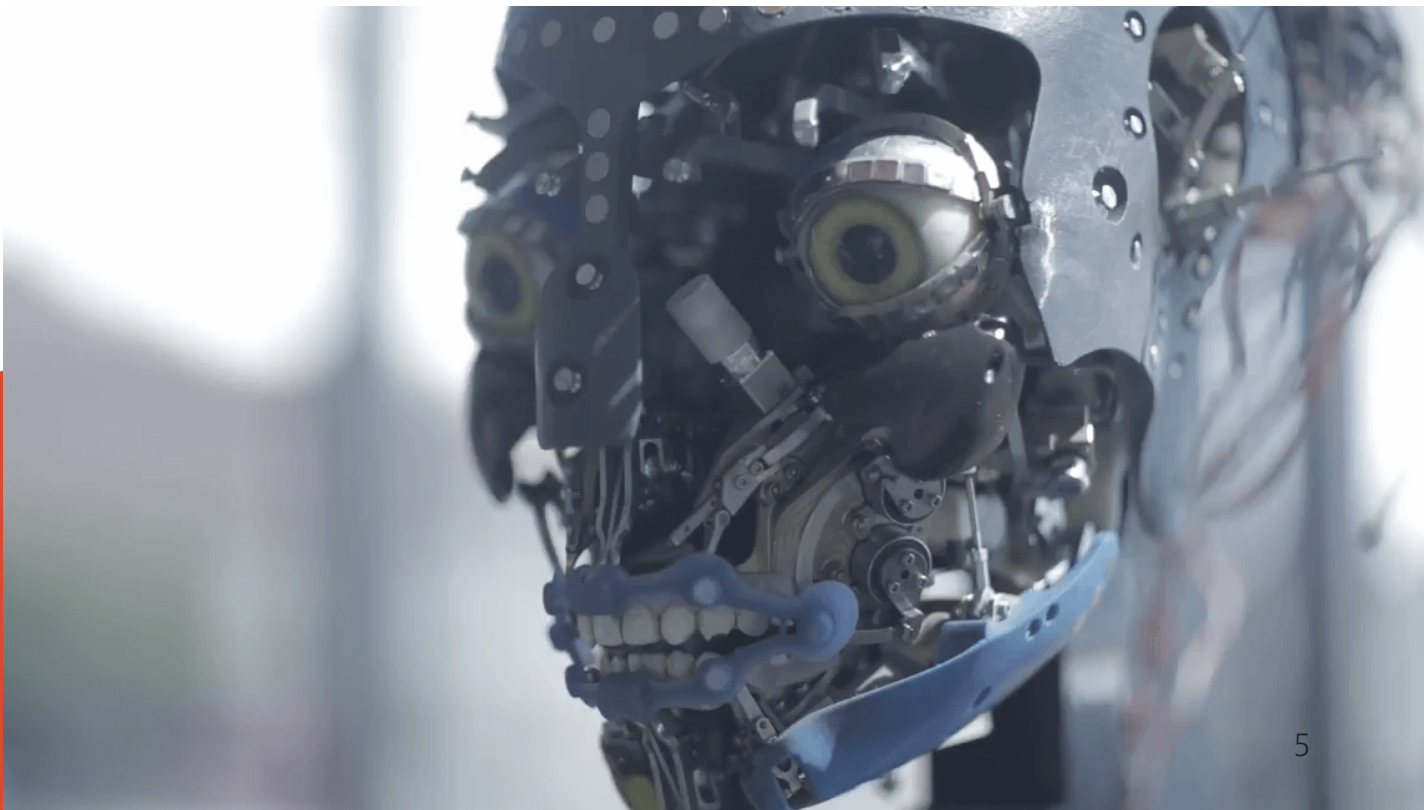
In this phase we will integrate the course content into the course structure. We will develop effective learning experiences through the creation of purposeful activities and assessments.

✦ PHASE 4: IMPLEMENTATION

In this phase, the training team will conduct the training program. During this phase, necessary revisions can be made based on trainer and learner performance, and feedback from the trainer(s) and DoW.

✦ PHASE 5: EVALUATION

In this final phase, we will solicit feedback from participants in the training program through a course review survey. This phase is critical, as it allows for continuous improvement to our training programs. Based on this feedback, we will determine the next steps for course edits.



LEARNING THEORIES

The following learning theories will be considered when developing content.

TRANSFORMATIVE LEARNING

Introduced by Jack Mezirow in 1978 as the concept that all learners use different assumptions, expectations, and beliefs to make sense of the world around them. The fundamental goal of transformative learning is to empower individuals to change their beliefs and assumptions of the world. The four phases of transformative learning include:

Having experiences.

1 An experience is considered anything that might have happened during our lifetime. This is the result of the interaction between us and the environment, an interaction from which knowledge, skills, and insights emerge.

Making assumptions.

2 Based on our experiences, we construct assumptions that become our beliefs and values. They are part of the filter through which we see reality, shaping our worldview.

Challenging perspectives.

3 New experiences and challenges, combined with critical reflection, can lead to questioning our fundamental beliefs and assumptions about the world and considering a new perspective.

Experiencing transformative learning.

4 Implementing or acting upon a new perspective does not only change our previous perspectives but also changes the fundamental beliefs and assumptions related to them.

EXPERIENTIAL LEARNING

Developed by David Kolb in the 1970s, experiential learning requires a hands-on approach that puts the learner at the center of the learning experience. The experiential learning cycle consists of four main parts:



Experiencing (Concrete Experience)

1 Learning begins when a learner uses senses and perceptions to engage in what is happening now.

Reflecting (Reflective Observation)

2 After the experience, a learner reflects on what happened and connects feelings with ideas about the experience.

Thinking (Abstract Conceptualization)

3 The learner engages in thinking to reach conclusions and form theories, concepts, or general principles that can be tested.

Acting (Active Experimentation)

4 The learner tests the theory and applies what was learned to get feedback and create the next experience.

PROJECT-BASED LEARNING

Developed by John Dewey in 1897, project-based learning theory holds that learners acquire the skills needed for deeper knowledge through active exploration of real-world problems. As education practices are evolving, there are significant benefits to empowering participants to be more active in their own learning. Project-based learning involves participants in the design, development, and construction of hands-on solutions to a problem. The three key concepts of project-based learning include:

1 *Learners as active participants.* Instead of rote memorization of information, students engage in meaningful learning opportunities, exercise voice and choice, and develop student agency skills. This empowers students to explore their interests, make choices, and take ownership of their learning process, with teachers acting as facilitators rather than the center of instruction.

2 *Real-world and authentic contexts.* By tackling personally meaningful projects and engaging in hands-on tasks, students develop a deeper understanding of the subject matter and its relevance in their lives.

3 *Collaboration and teamwork.* Through collaboration, students develop essential social and emotional skills, learn from diverse perspectives, and engage in constructive dialogue.

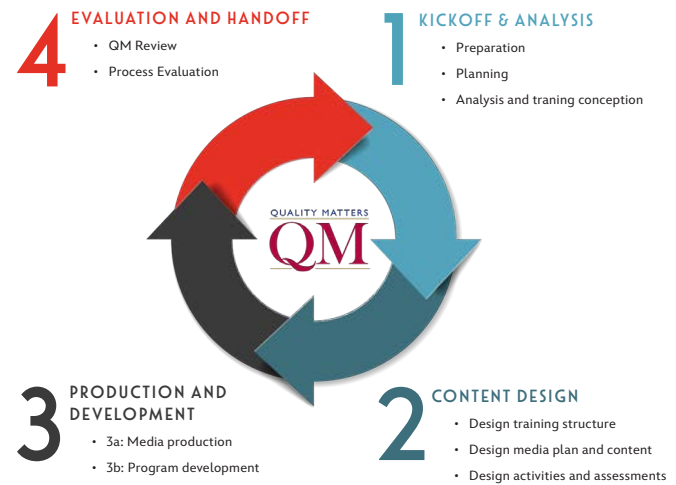


DESIGN CYCLES

There will be three training design cycles in a fiscal year, with the last quarter free for the development and execution of an annual conference.

The design cycle for training development consists of four main phases:

1. Kickoff and Analysis
2. Content Design
3. Production and Development
4. Evaluation and Handoff

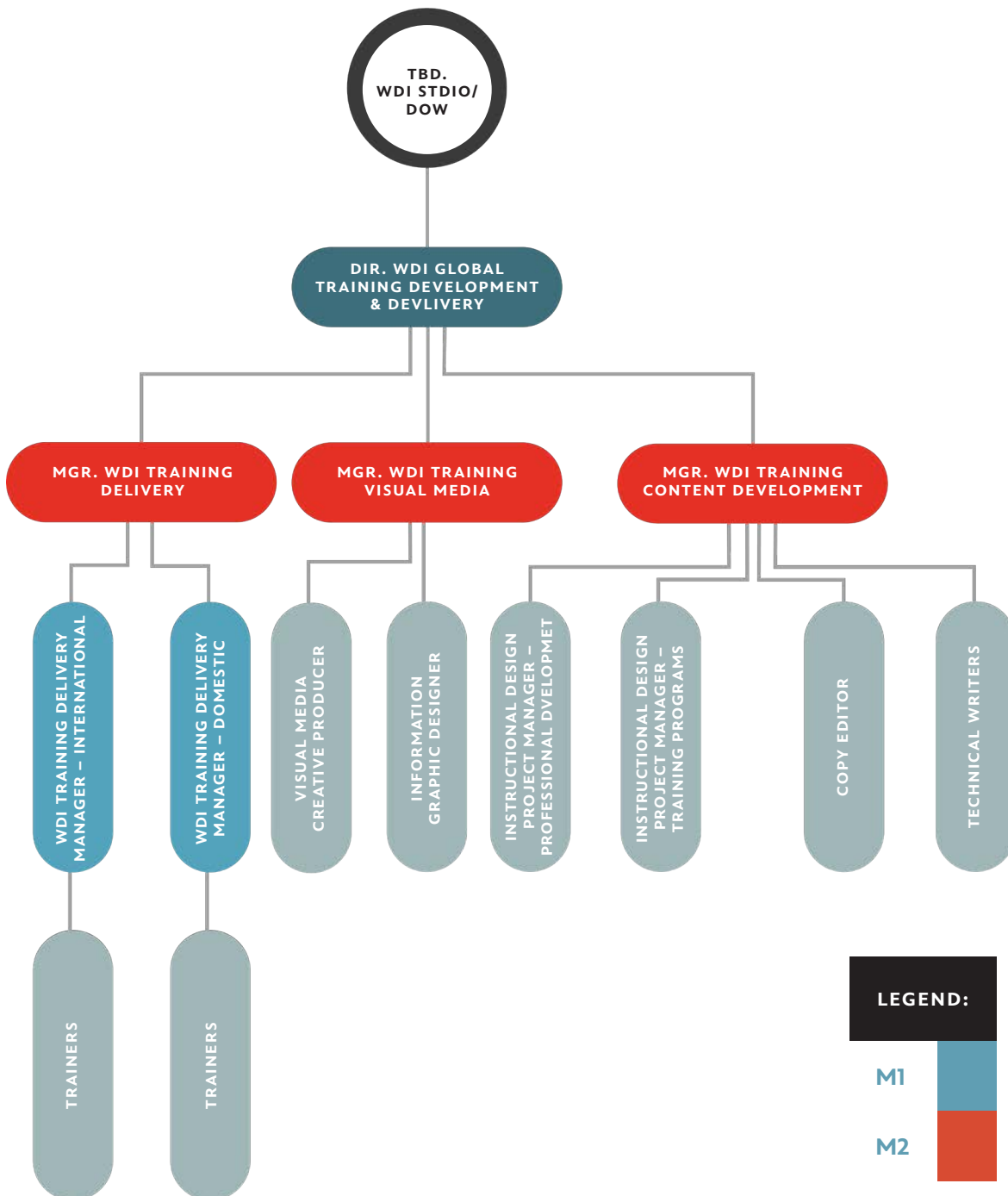


These phases are not linear; the design is such that an Instructional Designer can be in multiple phases at one time to ensure consistency and efficiency. Ideally, the training would go through a final Quality Matters review to ensure quality materials are being produced.

PHASE	TASK	RESPONSIBLE PARTY	
1. Kickoff and Analysis	Submit a request to develop a training program.	SME	
		Mgr. Content Development	Lead
		SME	Attendee
		IDPM	Attendee
	Hold a Kickoff meeting.	Mgr. Training Visual Media	Attendee
		SME	
		IDPM	
		Mgr. Content Development	
	Send the Instructional Designer Project Manager (IDPM) any existing training materials.	SME	
		IDPM	Lead
		Mgr. Content Development	Attendee
		SME	Attendee
2. Content Design	Arrange a meeting to fill out needs analysis.	Mgr. Training Visual Media	Lead
		IDPM	Attendee
		SME	Attendee
		Mgr. Content Development	
	Arrange a meeting to discuss the media plan.	IDPM	Attendee
		SME	Attendee
	Design training activities and assignments.	IDPM	
		Technical Writer	
	Review materials for accessibility, sustainability, and copyright.	Copy Editor	

PHASE	TASK	RESPONSIBLE PARTY	
3a. Production	Create concepts/visual stories.	Visual Media Creative Producer	
		Information Graphic Designer	
	Arrange a meeting to discuss visual design. Discuss plan for and logistics of graphics, videos, photography, locations, interviews, etc.	Mgr. Visual Media	Lead
		Visual Media Creative Producer	Co-Lead
		Information Graphic Designer	Co-Lead
		SME	Attendee
		IDPM	Attendee
	Create visual elements.	Information Graphic Designer	
	Produce media.	Visual Media Creative Producer	
		Information Graphic Designer	Lead
	Share media and visual elements for feedback.	Visual Media Creative Producer	Lead
		IDPM	Reviewer
		SME	Reviewer
		Copy Editor	Editor
	Send final media for captioning and translating (if needed).	Visual Media Creative Producer	
3b. Development	Develop written program content.	Technical Writer	
		IDPM	Lead
	Share program content for feedback.	SME	Reviewer
		Copy Editor	Editor
	Upload content into chosen training platform (D Learn, Articulate, etc.).	IDPM	
4. Evaluation and Handoff	Submit program for an internal accreditation review.	IDPM	
	Finalize program based on feedback from review.	IDPM	Lead
		Technical Writer	Writer
		Copy Editor	Editor
		SME	Editor
	Hold a handoff meeting.	Mgr. Content Development	Lead
		SME	Attendee
		IDPM	Attendee
		Mgr. Training Visual Media	Attendee
	Complete an evaluation of the program development process.	SME	
	Complete a program evaluation.	Participants	

PROPOSED TEAM STRUCTURE ✨



KEY ROLES AND RESPONSIBILITIES

ROLE	DESIGNATION	RESPONSIBILITIES
Director WDI Training Development and Delivery Candidate Identified: Lauren Tidmore	Director	The Director will be a steward of the WDI training culture, using insights from Imagineers and Leaders to identify trends across the development landscape and be empowered to create proactive solutions to address them. They will collaborate and build partnerships throughout the organization and in collaboration with WDI to align the learning experience into a cohesive and highly impactful Imagineer experience. Main responsibilities include, but are not limited to: designing and implementing a leadership development program, designing and delivering development workshops, designing and implementing soft skill training, conducting training analysis for Line of Business and providing learning and development solutions or products with customized services, teaching leadership and soft skill related trainings, designing and facilitating Studio/DoW-related workshops and trainings, and leading learning and development programs related to the site talent and organization strategy. <i>They will report to TBD.</i>
Mgr. WDI Training Content Development Candidate Identified: Patrick Johnson	M2	The Manager, WDI Content Development will lead and develop a team that creates and sustains content supporting onboarding and on-the-job training for Walt Disney Imagineering. They will drive strategic focus and integration of the content development process across multiple Studio/DoWs, and lead a team of Technical Writers, Instructional Design Project Managers, and Media Designers. The Manager, WDI Content Development will strategically collaborate, seek innovative solutions, and balance analytical capabilities with business savvy to deliver results. They will lead and support implementing strategies and initiatives using a consultative, data-driven approach while providing leadership, expert project management skills, and an eye for transformation as we continue to develop our content on new platforms. They will effectively communicate and influence multiple levels of leadership to support the business. <i>They will report to the Director, WDI Training Development and Delivery.</i>
Mgr. WDI Training Delivery	M2	The Manager, WDI Training Delivery will lead and develop a team that creates and sustains onboarding and on-the-job training for Walt Disney Imagineering. They will drive strategic focus and integration of the training delivery process across multiple Studio/DoWs and lead a team of Training Delivery Managers. The Manager, WDI Training Delivery will cover the areas of training strategy, planning, logistics, client consulting, project management and integration. This role is responsible for consulting with clients to provide training and develop solutions that align to business strategy and drive organizational improvement for systems implementation. <i>They will report to the Director, WDI Global Training Development and Delivery.</i>

ROLE	DESIGNATION	RESPONSIBILITIES
Mgr. WDI Training Visual Media Candidate Identified: Sabrianna Zaretsky	M2	The Manager, WDI Training Visual Media will lead and develop a team that creates and sustains onboarding and on-the-job multimedia for Walt Disney Imagineering. They will drive strategic focus and integration of relevant media across multiple Studio/DoWs and lead a team of Media and Graphic Designers. The Manager, WDI Training Visual Media will have a passion for the media landscape and understand the intricacies and unique attributes of every step in the learning development process. They will bring a highly analytical, creative, and flexible growth mindset to the role, which will be critical to delivering breakthrough thinking. <i>They will report to the Director, WDI Global Training Development and Delivery.</i>
Training Delivery Manager – International	M1	The International Training Delivery Manager will coordinate with international WDI Studios/DoWs to support the training and education needs of Imagineers. They will serve as a liaison and resource for trainees globally and lead a team of international trainers. <i>They will report to the Manager, WDI Training Delivery.</i>
Training Delivery Manager – Domestic	M1	The Domestic Training Delivery Manager will coordinate with FL and CA WDI Studios/DoWs to support the training and education needs of Imagineers. You will serve as a liaison and resource for trainees globally and lead a team of domestic trainers. <i>They will report to the Manager, WDI Training Delivery.</i>
Technical Writer	P2+	The Technical Writer will take complex, technical information and translate it into an easily understandable format, according to WDI and department guidelines. They will work closely with experienced writers and other Subject Matter Experts to interpret contractual specifications, engineering drawings, reports, and other data to ensure production of technical documentation that complies with WDI requirements. They may communicate with the client and/or client's representatives throughout the project, as needed. <i>They will report to the Manager, WDI Training Content Development.</i>
Instructional Design Project Manager – Training Programs	P3+	The Training Programs IDPM will use innovative approaches to design and develop learning experiences and training performance support tools. They will design, develop, implement, and evaluate content that is compelling and enhances retention for hourly and salaried audience groups, spanning instructor-led, eLearning, virtual, and simulation formats. Their goal is to facilitate learners in acquiring knowledge, skills and competencies in an effective and appealing manner to best support organizational and business objectives. <i>They will report to the Manager, WDI Training Content Development.</i>

ROLE	DESIGNATION	RESPONSIBILITIES
Instructional Design Project Manager – Professional Development	P3+	The Professional Development IDPM will use innovative approaches to design and manage professional development experiences and workshop programs. They will design, develop, implement, and evaluate content that is compelling and enhances retention for hourly and salaried audience groups, spanning instructor-led, eLearning, virtual, and simulation formats. Their goal is to facilitate learners in acquiring knowledge, skills and competencies in an effective and appealing manner to best support organizational and business objectives. <i>They will report to the Manager, WDI Training Content Development.</i>
Visual Media Creative Producer	P3+	The Visual Media Creative Producer will play an integral role within our team and focus on developing innovative media content that aligns with our overarching creative vision. They will be responsible for the conceptualization, creation, and implementation of design solutions that meet training strategies. They will create experiential experiences through video and motion graphics across multiple WDI Studios/DoWs while keeping up with current creative trends. <i>They will report to the Manager, WDI Training Visual Media.</i>
Information Graphic Designer Candidate Identified: Kennedy Marshall	P3+	The Information Graphic Designer will play an integral role within our team and focus on developing innovative media content that aligns with our overarching creative vision. In this role, they will be responsible for the conceptualization, creation, and implementation of design solutions that meet training strategies, in a wide range of graphic applications including collateral materials, graphics, publications, brand identity, company presentations, packaging, video titling and multimedia interfaces and tools. They will create experiential marketing experiences through video and motion graphics across multiple WDI Studios/DoWs while keeping up with current creative trends. <i>They will report to the Manager, WDI Training Visual Media.</i>
Trainer	P1	Trainers will be the positive, welcoming voice behind all our developed training. They possess enhanced knowledge of WDI operations and are able to clearly communicate through various methods of content delivery. <i>They will report to the WDI Training Delivery Manager.</i>
Copy Editor	P1	The Copy Editor will manage the quality and accuracy of multi-platform materials to ensure the accuracy, clarity, and consistency of our training and professional development content. They will collaborate with editorial, creative, digital, and projects teams to maintain high editorial standards, ensuring that all materials are error-free and follow exacting standards of delivery. <i>They will report to the Manager, WDI Training Content Development.</i>

GOALS

GOAL 1: GLOBAL WDI ONBOARDING

Create, develop, and deliver onboarding training for all Imagineers.

BUSINESS NEEDS:

- + Content Strategy & Integration recently developed onboarding materials for WDI. WDI Global Training Development and Delivery would benchmark this content and develop it further into a fully realized onboarding experience. Additionally, the team would develop onboarding materials for all other WDI Studios/DoWs.
- + Note: Imagineers would still complete Traditions through Disney University. The WDI Global Training Development and Delivery Team onboarding would be more tailored courses for a specific WDI Studio/DoW.
- + WDI Global Training Development and Delivery would employ Technical Writers with previous experience and/or prior knowledge of WDI policies and procedures, relieving the pressure off current WDI Project Managers to develop content.

EVALUATION:

- + Training Completion Survey will be available to all Imagineers after each onboarding course. Feedback will be used to improve future iterations of the course.
- + Training Team Feedback Survey will be available to WDI partners after the onboarding is complete. Feedback will be used to improve team processes.

EXECUTION:

- 1 WDI Studio/DoW completes a request for onboarding training development.
- 2 Director, Mgr. WDI Training Content Development, and Mgr. WDI Training Visual Media meet with WDI partners to determine onboarding needs.
 - + Based on these discussions, the team devises a training content plan.
- 3 Mgr. WDI Training Content Development meets with Technical Writer and Instructional Design Project Manager to create onboarding content. They develop paper documentation and courses through Articulate and Storyline.
 - + They develop paper documentation and courses through Articulate and Storyline.
 - + They regularly meet with WDI partners to discuss content and get feedback on courses.
- 4 Mgr. WDI Training Visual Media works with Visual Media Creative Producer and Information Graphic Designer to create and develop audiovisual training materials and simulations.
- 5 Once content is finalized, Mgr. WDI Training Delivery and WDI Training Delivery Managers meet with WDI partners to determine the onboarding training delivery schedule.
 - + Based on these discussions, they devise a training delivery plan.

GOAL 2: GLOBAL WDI TRAINING⁺

Create, develop, and deliver cohesive training across all global WDI Studios/DoWs.

BUSINESS NEEDS:

- + Benchmarking off the work CS&I completed for WDI, WDI Global Training Development and Delivery would expand that and additional offerings to all areas of WDI to create cohesion. For Studios/DoWs with existing training, we would repackage their materials to create consistency. Please note: core content for these existing materials would not be reworked; however, the team will assess the training structure to ensure alignment with our instructional design approach.
- + WDI Global Training Development and Delivery would develop a standard documentation practice for training and ensure all Imagineers receive adequate initial training and are current with refresh and regulatory training across all WDI Studio/DoWs.

EVALUATION:

- + Please note: core content for these existing materials would not be reworked; however, the team will assess the training structure to ensure alignment with our instructional design approach.

EXECUTION:

- 1 WDI Studio/DoW completes a request for training development.
- 2 Director, Mgr. WDI Training Content Development, and Mgr. WDI Training Visual Media meet with WDI partners to determine training needs.
 - + Based on these discussions, the team devises a training content plan.
- 3 Mgr. WDI Training Content Development meets with Technical Writer and Instructional Designer to create training content.
 - + They develop paper documentation and courses through Articulate and Storyline.
 - + They regularly meet with WDI partners to discuss content and get feedback on courses.
- 4 Mgr. WDI Training Visual Media works with Visual Media Creative Producer and Information Graphic Designer to create and develop audiovisual training materials and simulations.
- 5 Once content is finalized, Mgr. WDI Training Delivery and WDI Training Delivery Managers meet with WDI partners to determine the onboarding training delivery schedule.
 - + Based on these discussions, they devise a training delivery plan.
 - + They will also track and deliver refresh and additional regulatory training on an ongoing basis.



GOAL 3: PROFESSIONAL DEVELOPMENT WORKSHOPS

Create, develop, and deliver professional development workshops across all global WDI Studios/DoWs.

BUSINESS NEEDS:

- + Professional development is important for any department, as it encourages continual learning and improving in one's field. Additionally, development workshops are a great way to introduce a new initiative to a large group of people and ensure sign-off occurs.
- + WDI Global Training Development and Delivery would design and develop professional development workshops that focus on various topics related to training and job-specific needs. These would differ from the leadership courses, as all Imagineers could attend, no matter their level.
- + Topics would include current and future initiatives, and Imagineers would also be able to submit ideas or requests for workshops. Workshops can be mandatory if needed, but the majority would be optional. Imagineers could earn continuing development certificates for completing each/a series of workshops.

EVALUATION:

- + Workshop Completion Survey will be available to all Imagineers after each occurrence. Feedback will be used to improve future iterations of the workshop.
- + Workshop Development Feedback Survey will be available to WDI partners after the workshop is complete. Feedback will be used to improve team processes.

EXECUTION:

- 1 WDI Studio/DoW completes a request for a workshop.
- 2 Director, Mgr. WDI Training Content Development, and Mgr. WDI Training Visual Media meet with WDI partners to determine workshop content and needs.
 - + Based on these discussions, the team devises a workshop plan.
- 3 Director and Mgr. WDI Training Content Development meets with Technical Writer and Instructional Designer to create workshop.
 - + They meet with WDI partners to discuss content and get feedback.
- 4 Mgr. WDI Training Visual Media works with Visual Media Creative Producer and Information Graphic Designer to create and develop audiovisual materials and logos needed for the workshop.
- 5 Once workshop is finalized, Mgr. WDI Training Delivery and WDI Training Delivery Managers meet with WDI partners and DPEP partners to determine the workshop delivery schedule.
 - + Based on these discussions, they devise a delivery plan.

FUTURE GOALS

GOAL 1: TEAM WEBPAGE

Create, design, and implement a team webpage.

- ✦ This site would host information about our team, how our process works, and information on how to request our training development services. We would also use this site for workshops, leadership courses, and conference sign ups.

GOAL 2: LEADERSHIP DEVELOPMENT PROGRAM

Create, design, and implement a leadership development program for aspiring, new, and established leaders.

- ✦ While Disney University offers leadership courses that apply to newly appointed Disney M1 Leaders, the content focuses on mission-critical Disney leadership concepts, which can be applied to a variety of Lines of Business. The goal for these leadership series is to create WDI-specific leadership courses, focusing on common business needs, concepts, and initiatives. Ideally, participants will hear from established leaders in the WDI industry covering topics such as lessons learned, preparing for leadership, and dealing with internal conflict.
- ✦ Courses will be offered in-person, online, and hybrid to accommodate all international learners. For in-person activities, arrangements will be made at all locations for same or similar opportunities.

GOAL 3: PROJECT TURNOVER MEDIA PACKETS

Create, develop, and deliver media packets for project turnovers.

- ✦ As needed, we would work with partners in Operations and Engineering Services to develop project turnover media packets to aid in operation prep for project launch. While we would share materials with these partners, we would not take away from their own processes; rather, each area would use these materials to create their own Cast Member field training and documentation (training guides, operating guides, etc.).
- ✦ A standard project turnover packet could include:
 - ✦ High-level images and video needed for operating specific aspects of the project.
 - ✦ Example: Quick videos on how to power up, power down, operate, and recover the Shaman AUDIO-ANIMATRONIC® figure.
 - ✦ Facilitator Guides detailing specific training details (as determined by the project team).

GOAL 4: ANNUAL LEARNING CONFERENCE

Create, organize, and host an annual WDI Learning Conference.

- ✦ This conference would include a variety of learning and development programs related to site talent and organization strategy. Participants could follow tracks ending in a learning summit. For each general session and summit, participants could earn Continuing Education credits.
- ✦ This conference would host and record in-person and virtual learning sessions to ensure all domestic and international Imagineers could attend and/or watch later.

GOAL 5: TECHNOLOGY

Explore new technologies to create a more dynamic training experience.

- ✦ Look at how technologies such as geofencing and toolbox videos can be built to make the user training experience more dynamic.

SAMPLE ANNUAL BUDGET ✨

	M1	M2	M3	M4	M5	M6	M7	M8	M9
	\$4,518.60	\$14,318.60	\$4,518.60	\$4,518.60	\$6,318.60	\$4,518.60	\$4,518.60	\$14,318.60	\$4,518.60
Project Management Tool	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00
Licenses	1,093.60	1,093.60	1,093.60	1,093.60	1,093.60	1,093.60	1,093.60	1,093.60	1,093.60
Workshops	200.00	2,000.00	200.00	200.00	2,000.00	200.00	200.00	2,000.00	200.00
Annual Learning and Development Conference									
Travel	8,000.00						8,000.00		
Miscellaneous Supplies	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00

Above are anticipated operating expenses for WDI Global Training Development and Delivery with approximate totals. Please note, this does not include labor.

PROJECT MANAGEMENT TOOL

WDI Global Training Development and Delivery's project management tool would be Monday.com. This software is billed annually and costs \$276.00 per person. The total in this budget was based on 25 licenses for the team and key partners and was broken down into monthly totals.

LICENSES

SOFTWARE	TOTAL NEEDED	COST PER USER	TOTAL COST
Adobe Captivate	5	407.88	\$2039.40
Adobe Acrobat	13	98.00	\$1247.00
Adobe Creative Cloud	5	598.00	\$2990.00
Articulate Rise	7	974.25	\$6819.75

**Additional software needed, such as Insta 360 Studio, 3D Vista Virtual Tour Pro, etc. were not included in this budget as they are free for users.

M10	M11	M12	TOTAL
\$4,318.60	\$119,318.60	\$4,318.60	\$190,023.20
1,725.00	1,725.00	1,725.00	20,700.00
1,093.60	1,093.60	1,093.60	13,123.20
			7,200.00
115,000.00			115,000.00
			16,000.00
1,500.00	1,500.00	1,500.00	18,000.00

Q1	Q2	Q3	Q4	TOTAL
\$23,355.80	\$15,355.80	\$23,355.80	\$127,955.80	\$190,023.20
5,175.00	5,175.00	5,175.00	5,175.00	20,700.00
3,280.80	3,280.80	3,280.80	3,280.80	13,123.20
2,400.00	2,400.00	2,400.00	2,400.00	7,200.00
			115,000.00	115,000.00
8,000.00		8,000.00		16,000.00
4,500.00	4,500.00	4,500.00	4,500.00	18,000.00

WORKSHOPS

This total would account for workshops hosted by WDI Global Training Development and Delivery and accounts for one large workshop for Q1-3 and smaller workshops throughout. There would be no workshops planned for Q4, as that would be when we host the annual Learning and Development conference.

ANNUAL LEARNING AND DEVELOPMENT CONFERENCE

This total would account for a multi-day global learning and development conference hosted by WDI Global Training Development and Delivery.

TRAVEL

This total would account for Director and M2 travel twice a year. Once visit would be to our domestic site and one would be to an international park. This travel would allow management to meet key partners and hear feedback in person. Additionally, management would be able to audit training teams by attending a series of trainings and workshops.

MISCELLANEOUS SUPPLIES

Additional supplies could include, but are not limited to: office supplies, attendance at IAAPA and other conferences, multimedia needs (cameras, general equipment), and additional miscellaneous expenses (milage, team bonding activities, etc.).

PROPOSED JOB DESCRIPTIONS✦

" You can design
and create, and build
the most wonderful
place in the world. But
it takes people to make
the dream a reality. "

Walt Disney



DIRECTOR, WDI TRAINING DEVELOPMENT AND DELIVERY✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

The candidate in this role will be a steward of the WDI training culture, using insights from Imagineers and Leaders to identify trends across the development landscape and be empowered to create proactive solutions to address them. They will collaborate and build partnerships throughout the organization and in collaboration with WDI to align the learning experience into a cohesive and highly impactful Imagineer experience.

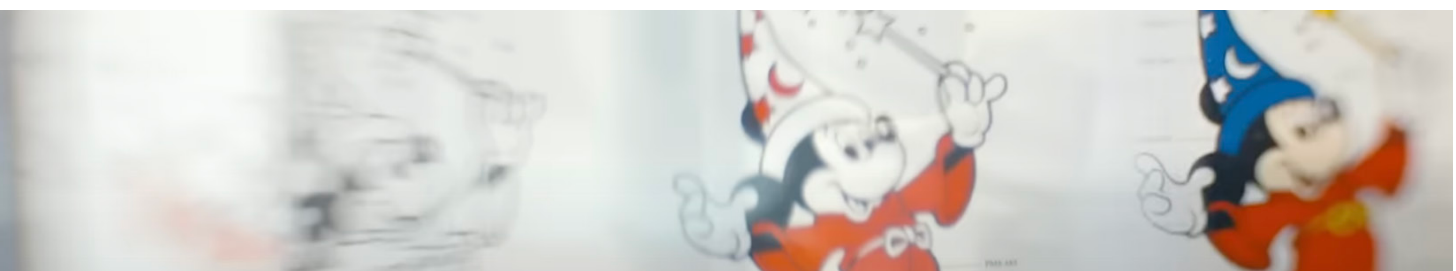
Main responsibilities include, but are not limited to: designing and implementing a leadership development program, designing and delivering development workshops, designing and implementing soft skill training, conducting training analysis for Line of Business and providing learning and development solutions or products with customized services, teaching leadership and soft skill related trainings, designing and facilitating Studio/DoW-related workshops and trainings, and leading learning and development programs related to the site talent and organization strategy.

This role will report to [TBD].

WHAT YOU WILL DO

LEADERSHIP

- ✦ Effectively arrange people, resources, and related processes to feed the needs of Studio/DoWs and Lines of Business and monitor the progress of the team to achieve the designed objectives within timeline.
- ✦ Provide management and support to team members including task management, mentoring, feedback, and career development. This includes maintaining a regular schedule of team and one-on-one meetings to discuss projects, tasking, and individual performance; and completing year-end performance reviews.
- ✦ Establish strategic plans and provide oversight for team projects.
- ✦ Lead the Training Development and Delivery team in scoping, developing, and delivering sophisticated programs and courses to support WDI, FOS and other WDPR Stakeholder training initiatives.
- ✦ Work with WDI leadership to handle the deployment of a new training framework for Walt Disney Imagineering. This includes testing and evaluating content; measuring the effectiveness of content and delivery methods; driving communications; and conducting surveys and focus groups.
- ✦ Investigate and evaluate emerging technologies that may enhance or improve learning effectiveness. Stay current on training trends, relevant technology developments, and standard methodologies.
- ✦ Meet financial objectives by forecasting and tracking requirements, analyzing variances, and initiating corrective actions if needed.



LEARNING DEVELOPMENT

- + Maintain a high level of understanding and knowledge of client's business strategies; partner with WDI, FOS and other WDPR Stakeholders to develop comprehensive learning and development plans that align with the client's goals and objectives.
- + Apply learning theory/models, benchmark best practices/trends, and maintain knowledge of cutting-edge approaches to deliver learning solutions that drive lasting impact.
- + Support the overarching Learning Strategy through innovative learning and development solutions that cultivate a positive and inclusive workplace culture and Imagineer experience.
- + Serve as the Leadership Development program lead, coordinating and collaborating with Subject Matter Experts, partners, and the Training Development and Delivery team to run the instructional design, delivery, and evaluation of in-person and virtual content Design.
- + Apply a data-driven approach to measure the effectiveness of learning and development. This includes the development and deployment of surveys pre - and post-course, and evaluation of the results to measure effectiveness and drive improvements.
- + Continuously work to improve the quality of training to drive retention.

CLIENT CONSULTING

- + Maintain an in-depth understanding of the client's business strategies, work with WDI, FOS and other WDPR Stakeholders collaboratively to design comprehensive learning and development program that aligned with the client's goal.
- + Ability to build relationships and credibility with business leaders to influence them towards a decision for Learning and Development strategy and solutions.
- + Guide WDI, FOS and other WDPR Stakeholders in understanding the learning progression and help them appreciate and support the ADDIE model of development.
- + Understand and measure organizational readiness for comprehensive learning and development strategies within the client's business area.
- + Rigorously keep up with consulting/training industry trends to provide effective and meaningful learning solutions to client groups.
- + Maintain a regular schedule of meetings to collaborate with training partners.
- + Act as a consultant for various safety and regulatory training programs.
- + Communicate status and issues to partners and leadership in a timely fashion.

TEACHING, FACILITATION, AND OPERATIONAL ASPECTS

- + Design and facilitate a leadership development program that aligns with client's needs.
- + Diagnose the root cause of the Studio/DoW challenges upon client's needs, and design and facilitate related workshops to improve organization collaboration and operations efficiency.

- + Design or provide additional tools and resources that support development beyond formal training, which may include relationship- or on-the-job experiences and resources that drive development and the transfer of learning.
- + Understand and utilize various participant learning styles to facilitate the best teaching and learning situations.
- + Demonstrate a genuine concern for each participant's learning environment.
- + Maintain a high level of expertise on Disney products and services.

REQUIRED QUALIFICATIONS & SKILLS

- + At least 8 years of progressive experience in performance consulting, training, learning and development, organizational development, and/or team development.
- + 5+ years experience in Education or Training and Development.
- + 3+ years of experience leading teams in the design and development of training programs.
- + Proven experience in the development of large-scale training.
- + Shown strong working knowledge of the instructional design process, adult learning strategies, needs assessment, and performance measurement.
- + Validated proficiency in Microsoft Word, PowerPoint, Articulate, and Storyline.
- + Experience working in a learning management system.
- + Demonstrated strong project management skills and experience in leading project teams.
- + Proven strong consulting/client leadership skills.
- + Demonstrated strong organizational skills with attention to detail.
- + Demonstrated strong written and verbal communication skills.
- + Demonstrated strong partnering skills.
- + Proven strong ability to work in a deadline-oriented environment.

PREFERRED QUALIFICATION & SKILLS

- + 10+ years of progressive experience in performance consulting, training, learning and development, organizational development, and/or team development.
- + 8+ years experience in Education or Training and Development.
- + Proven experience in designing programs for various subject matters and audience.
- + Familiarity with WDI and WDPR organizations.

PREFERRED QUALIFICATION & SKILLS

- + Bachelor's degree in Instructional Design, Education, or equivalent job experience – Required.
- + Master's or Doctorate degree in Instructional Design or equivalent - Preferred.

MANAGER, WDI TRAINING CONTENT DEVELOPMENT✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

As a Manager, WDI Content Development you will lead and develop a team that creates and sustains content supporting onboarding and on-the-job training for Walt Disney Imagineering. You will drive strategic focus and integration of the content development process across multiple Studio/DoWs. Additionally, you will lead a team of technical writers and Instructional Design Project Managers.

You will strategically collaborate, seek innovative solutions, and balance analytical capabilities with business savvy to deliver results. You will lead and support implementing strategies and initiatives using a consultative, data-driven approach while providing leadership, expert project management skills, and an eye for transformation as we continue to develop our content on new platforms. You will effectively communicate and influence multiple levels of leadership to support the business.

You will report to the Director, WDI Training Development and Delivery.

WHAT YOU WILL DO

LEADERSHIP

- ✦ Lead and develop a team of specialists and be responsible for all aspects of the process and resources for the creation and revision of training and supporting learning content, including decision-making frameworks and distribution and approval of various outputs.
- ✦ Act as a leader of leaders, guiding and influencing their ability to effectively guide and hold their teams accountable.
- ✦ Provide management and support to team members including task management, mentoring, feedback, and career development. This includes maintaining a regular schedule of team and one-on-one meetings to discuss projects, tasking, and individual performance; and completing year-end performance reviews.
- ✦ Lead the Training Development and Delivery team in scoping, developing, and delivering sophisticated programs and courses to support WDI, FOS and other WDPR Stakeholder training initiatives.
- ✦ Ensure your team delivers solutions with a high degree of quality, stability, scalability, and maintainability.

CONTENT AND LEARNING DEVELOPMENT

- ✦ Maintain a high level of understanding and knowledge of client's business strategies; partner with WDI, FOS and other WDPR Stakeholders to develop comprehensive learning and development plans that align with the client's goals and objectives.
- ✦ Strategize new ways to deliver training experiences, create innovative and engaging learning experiences, and solve complex business issues.
- ✦ Develop and deliver meaningful presentations of complex business issues to various levels of leaders.
- ✦ Lead content and learning development efforts, ensuring compliance with legal, safety, regulatory, and business regulations.

CLIENT RELATIONSHIPS

- + Maintain an in-depth understanding of the client's business strategies, work with WDI, FOS and other WDPR Stakeholders collaboratively to design comprehensive learning and development program that aligned with the client's goal.
- + Educate and lead the team and partners on the process for content and training development and revision.
- + Understand and measure organizational readiness for comprehensive learning and development strategies within the client's business area.
- + Maintain a regular schedule of meetings to collaborate with training partners.
- + Communicate status and issues to partners and leadership in a timely fashion.

REQUIRED QUALIFICATIONS & SKILLS

- + Project Management Experience.
- + Shown leadership experience.
- + Highly proficient in PC functions.
- + Excellent communication and partnership skills with the ability to interface and influence across the organization, including executives.
- + Strong project leadership skills, ability to handle the creation of program and project plans across multiple initiatives and Studio/DoWs.

PREFERRED QUALIFICATION & SKILLS

- + 5+ years' experience in Education or Training and Development.
- + Proven experience in leading design and/or training program teams for various subject matters and audience.
- + Familiarity with WDI and WDPR organizations.

EDUCATION

- + Bachelor's degree or equivalent experience – Required.
- + Bachelor's degree in English, communications, instructional design, or Project Management – Preferred.



MANAGER, WDI TRAINING DELIVERY✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

The Manager, WDI Training Delivery will lead and develop a team that creates and sustains onboarding and on-the-job training for Walt Disney Imagineering. They will drive strategic focus and integration of the training delivery process across multiple Studio/DoWs and lead a team of Training Delivery Managers.

As a Manager, WDI Training Delivery, you will cover the areas of training strategy, planning, logistics, client consulting, project management and integration. You will be responsible for consulting with clients to provide training and develop solutions that align to business strategy and drive organizational improvement for systems implementation.

You will report to the Director, WDI Training Development and Delivery.

WHAT YOU WILL DO

LEADERSHIP

- ✦ Provide management and support to team members including task management, mentoring, feedback, and career development. This includes maintaining a regular schedule of team and one-on-one meetings to discuss projects, tasking, and individual performance; and completing year-end performance reviews.
- ✦ Integrate project timelines and deliverables and hold teams accountable for meeting project needs.
- ✦ Develop training plans, timelines and training cost estimates required to support the project.
- ✦ Ensure the delivery of training is grounded in strong job-specific content, delivered by qualified and motivated Trainers, and supports operational alignment to standards where applicable.

CONTENT AND LEARNING DELIVERY

- ✦ Create and deliver effective communication that keeps Stakeholders informed of project progress and understand how to successfully integrate information with cross functional teams and audiences at all levels including Executive, Key Partners, Labor, and the Training organization.
- ✦ Regularly communicate and provide project updates to the Director, WDI Global Training Development and Delivery and WDI project partners.
- ✦ Develop project timelines, training plans, and training cost estimates supporting projects or key initiatives.
- ✦ Coordinate the facilitation of training delivery.
- ✦ Support train the trainer, onboarding, and update training during implementation as needed.



CLIENT RELATIONSHIPS

- + Partner and consult with clients to create world-class training experiences that enable Imagineers to effectively perform their roles ensuring an exceptional Guest experience.
- + Integrate with key Operations, support, and system partners to ensure alignment of vision in training strategy and delivery.
- + Integrate timelines and deliverables for training needs and communicate with Training organization.
- + Integrate with other Planning Managers for projects that cross multiple Studio/DoWs.
- + Consult with Labor Managers to determine training strategy meets the Labor strategy.

REQUIRED QUALIFICATIONS & SKILLS

- + Flexible with schedule.
- + Proven ability to handle confidential information discreetly and appropriately.
- + Professional and effective verbal and written communication.
- + Strong process, organization, and time management skills including balancing and prioritizing multiple priorities with competing timelines.
- + Demonstrated strong attention to detail and logistic skills.
- + Demonstrated strong partnering skills and ability to build and sustain Stakeholder relationships.
- + Work with minimal direction, relying on experience and judgment to plan and accomplish assigned goals.
- + Ability to be self-motivated and proactive with a positive approach to the role.
- + Strong technical aptitude, advanced skills and knowledge in Microsoft Office including Word, Excel, and PowerPoint.
- + Ability to identify, influence and implement opportunities for improvement.

PREFERRED QUALIFICATION & SKILLS

- + Previous experience in a Training or Project Management role.
- + Demonstrated client and partner consulting skills.
- + Proficiency in training processes and D Learn.
- + Demonstrated experience in assisting with the delivery and communication of training.
- + Demonstrated strategic thinking and analytical skills.
- + Demonstrated ability to function in operations training environment to achieve results through cross-functional, integrated, and well-coordinated team efforts.

EDUCATION

- + Bachelor's degree or equivalent.

MANAGER, WDI TRAINING VISUAL MEDIA

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

The Manager, WDI Training Visual Media will lead and develop a team that creates and sustains onboarding and on-the-job multimedia for Walt Disney Imagineering. They will drive strategic focus and integration of relevant media across multiple Studio/DoWs and lead a team of Visual Media Creative Producers and Information Graphic Designers.

As Manager, WDI Training Visual Media, you will have a passion for the media landscape and understand the intricacies and unique attributes of every step in the learning development process. The successful candidate will bring a highly analytical, creative, and flexible growth mindset to the role, which will be critical to delivering breakthrough thinking.

You will report to the Director, WDI Training Development and Delivery.

WHAT YOU WILL DO

LEADERSHIP

- + Provide management and support to team members including task management, mentoring, feedback, and career development. This includes maintaining a regular schedule of team and one-on-one meetings to discuss projects, tasking, and individual performance; and completing year-end performance reviews.
- + Regularly conduct design reviews with direct reports to assess project progress, identify potential issues, and recommend solutions to ensure timely delivery of high-quality multimedia designs.
- + Ensure all Media Designers and Graphic Designers are trained and kept up to date on the Disney brand, property portfolio, creative assets, and approval systems.
- + Provide guidance, feedback, and support to reports throughout the design process while ensuring reports are provided with appropriate creative assets and style guides.

CONTENT AND LEARNING DEVELOPMENT

- + Stay up to date with industry trends, emerging technologies, and design best practices, and incorporate them into the design process.
- + Manage and organize digital assets, including design files, images, and other creative resources, to ensure accessibility and version control.
- + Create artwork and media including icons, training branding, visual assets, and technical diagrams to support the digital training asset development process.
- + Design custom presentations for senior and C-suite executives that distill complex themes and frame business-shaping narratives among an influential audience of segment teams, partners and investors.
- + Support train the trainer, onboarding, and update training during implementation as needed.

CLIENT RELATIONSHIPS

- + Report key product progress updates on a weekly basis and regularly archive product development images.

REQUIRED QUALIFICATIONS & SKILLS

- + Minimum of 5 years of experience in digital design, with a strong portfolio showcasing a range of successful digital projects.
- + Experience working with UX/UI teams, product managers, and product design managers to research, launch, and iterate digital projects.
- + Proficient in industry-standard design tools such as Adobe Creative Suite, Figma, or Sketch, including prototyping tools and presentation applications.
- + Familiarity with web/digital technologies (HTML, CSS), content management systems, and production methods and constraints required.
- + Demonstrated ability to lead multiple design projects at a time, mentor junior designers, and collaborate effectively within a team.
- + Strong problem-solving skills and the ability to think creatively to overcome design challenges, ambiguity, and changes with a positive attitude.
- + Excellent verbal and written communication skills, with the ability to articulate and present design concepts and intent to both technical and non-technical stakeholders.

PREFERRED QUALIFICATION & SKILLS

- + Experience creating animations and motion graphics.
- + Understanding how design decisions impact development.
- + Background in working with intellectual property.

EDUCATION

- + Bachelor's degree or equivalent experience in Art, Graphic Design, and/or Illustration.



TRAINING DELIVERY MANAGER — INTERNATIONAL✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for a Training Delivery Manager to coordinate with international WDI Studios/DoWs to support the training and education needs of Imagineers. You will serve as a liaison and resource for trainees globally and lead a team of international trainers.

You will report to the Manager, WDI Training Delivery.

WHAT YOU WILL DO

- ✦ Work with the international WDI teams to schedule courses and course attendees.
- ✦ Schedule conference rooms and classrooms; research and coordinate equipment moves/purchases and repairs/replacements; maintain records of training requests.
- ✦ Coordinate training programming, including workshops and learning conferences.
- ✦ Serve as a liaison between trainees and the training staff, observing and communicating training needs and feedback to Leadership.
- ✦ Ensure instructional spaces are well-maintained and all equipment is functioning properly. Offer troubleshooting and technical support when needed.
- ✦ Maintain training class databases and calendars making sure all courses and events are entered and accounted for. Assist in the creation of reports and schedules for managers and department personnel.
- ✦ Assists with special projects as needed.

REQUIRED QUALIFICATIONS & SKILLS

- ✦ 2+ years Salaried Leadership experience.
- ✦ Excellent oral and written communication skills, a professional presence and ability to present to all leadership levels.
- ✦ Ability to build and maintain strong, trusted relationships with key partners.
- ✦ Organized and able to lead multiple projects simultaneously.
- ✦ Leverage critical thinking skills to prioritize and define opportunities.
- ✦ Willingness to learn and ability to proactively engage in relationships to drive solutions.
- ✦ Excellent leadership, problem-solving, and prioritization skills.

PREFERRED QUALIFICATION & SKILLS

- + Training Leadership Experience.
- + Entertainment Leadership Experience.
- + Project Management Experience.
- + Knowledge of Global Documentation and process for updating documents.
- + Basic facilitation skills.
- + An understanding of training systems such as D Learn, Train Me, or other learning management systems, etc.

EDUCATION

- + Bachelor's degree or equivalent experience.



TRAINING DELIVERY MANAGER — DOMESTIC✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for a Training Delivery Manager to coordinate with FL and CA WDI Studios/DoWs to support the training and education needs of Imagineers. You will serve as a liaison and resource for trainees globally and lead a team of domestic trainers.

You will report to the Manager, WDI Training Delivery.

WHAT YOU WILL DO

- ✦ Work with the domestic WDI teams to schedule courses and course attendees.
- ✦ Schedule conference rooms and classrooms; research and coordinate equipment moves/purchases and repairs/replacements; maintain records of training requests.
- ✦ Coordinate training programming, including workshops and learning conferences.
- ✦ Serve as a liaison between trainees and the training staff, observing and communicating training needs and feedback to Leadership.
- ✦ Ensure instructional spaces are well-maintained and all equipment is functioning properly. Offer troubleshooting and technical support when needed.
- ✦ Maintain training class databases and calendars making sure all courses and events are entered and accounted for. Assist in the creation of reports and schedules for managers and department personnel.
- ✦ Assists with special projects as needed.

REQUIRED QUALIFICATIONS & SKILLS

- ✦ 2+ years Salaried Leadership experience.
- ✦ Excellent oral and written communication skills, a professional presence and ability to present to all leadership levels.
- ✦ Ability to build and maintain strong, trusted relationships with key partners.
- ✦ Organized and able to lead multiple projects simultaneously.
- ✦ Leverage critical thinking skills to prioritize and define opportunities.
- ✦ Willingness to learn and ability to proactively engage in relationships to drive solutions.
- ✦ Excellent leadership, problem-solving, and prioritization skills.



PREFERRED QUALIFICATION & SKILLS

- + Training Leadership Experience.
- + Entertainment Leadership Experience.
- + Project Management Experience.
- + Knowledge of Global Documentation and process for updating documents.
- + Basic facilitation skills.
- + An understanding of training systems such as D Learn, Train Me, or other learning management systems, etc.

EDUCATION

- + Bachelor's degree or equivalent experience.



TECHNICAL — WRITER✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

WDI Global Training Development and Delivery is currently seeking a Technical Writer to take complex, technical information and translate it into an easily understandable format, per WDI and department guidelines. You will work closely with experienced writers and other Subject Matter Experts to interpret contractual specifications, engineering drawings, reports, and other data to ensure production of technical documentation that complies with WDI requirements. You may communicate with the client and/or client's representatives throughout the project, as needed.

You will report to the Manager, WDI Training Content Development.

WHAT YOU WILL DO

- ✦ Write and edit other writer's technical documents according to WDI specifications.
- ✦ Research existing data to maximize use of previously developed text and/or illustrations.
- ✦ Draft text materials to ensure text and illustrations are completed and coordinated per final product requirements.
- ✦ Document and archive technical data over long periods in an efficient, established method to aid in future related projects.
- ✦ Communicate status of work and any requirements for additional information to leaders.
- ✦ Complete assigned tasks according to established deadlines, client specifications, and company policies and procedures.
- ✦ Follow all established safety procedures and reports violations to appropriate personnel.
- ✦ Review project requirements to comply with client specifications and agreements.
- ✦ Communicate project status and deadlines with client and other internal and external personnel.
- ✦ Allocate resources to projects and accurately estimate the number of hours needed to complete current and future projects.
- ✦ Coordinate with Manager, Content Development to help manage phases of the project.
- ✦ Perform any other job-related instructions, as requested, with reasonable accommodation.



REQUIRED QUALIFICATIONS & SKILLS

- ✦ 4-6 years' experience writing complete, complex technical documents, including organizing the document and working with internal and external personnel.
- ✦ Proficiency with Microsoft Word, Microsoft Excel, Microsoft Access, and Microsoft PowerPoint.
- ✦ Proficiency with desktop publishing tools.

PREFERRED QUALIFICATION & SKILLS

- ✦ Prior experience with WDI.

EDUCATION

- ✦ Bachelor of Science (BS) or Arts (BA) degree in business, engineering, technical field, or related degree is preferred.



INSTRUCTIONAL DESIGN PROJECT MANAGER — TRAINING PROGRAMS✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for an Instructional Designer to use innovative approaches to design and develop learning experiences and training performance support tools. The ID will design, develop, implement, and evaluate content that is compelling and enhances retention for hourly and salaried audience groups spanning instructor-led, eLearning, virtual, and simulation formats. Your goal is to facilitate learners in acquiring knowledge, skills, and competencies in an effective and appealing manner to best support organizational and business objectives.

You will report to the Manager, WDI Training Content Development.

WHAT YOU WILL DO

- ✦ Contribute to leadership on instructional design best practices and implementation of blended learning including identifying and implementing innovative technologies and approaches.
- ✦ Work with Subject Matter Experts and identify target audience's learning needs.
- ✦ State instructional end goals and create content that aligns with them.
- ✦ Apply tested instructional design theories, practice, and methods using the ADDIE model.
- ✦ Develop evaluation instruments.
- ✦ Provide exercises and activities that enhance the learning process.
- ✦ Create supporting material (role plays, interactive activities, etc).
- ✦ Track project progression and completion in project management software program.
- ✦ Maintain project documentation and course folders.
- ✦ Perform any other job-related instructions, as requested, with reasonable accommodation.



REQUIRED QUALIFICATIONS & SKILLS

- + Minimum 5 years' experience in the design and development of training programs.
- + Stellar project management skills and experience leading project teams.
- + Excellent knowledge of the instructional systems design process, adult learning models and strategy, needs assessment, and performance measurement.
- + Ability to manage multiple projects simultaneously and deliver quality, client-focused results on time and within budget.
- + Ability to write effective copy, instructional text, audio scripts/video scripts.
- + Proficiency in course development software.
- + Proficiency in PC functions including Microsoft Word and PowerPoint.

PREFERRED QUALIFICATION & SKILLS

- + Experience in Imagineering.
- + Master's degree in Instructional Systems Design, Organizational Development, or equivalent.
- + Proficiency in Articulate Rise and Storyline.

EDUCATION

- + BS or MA degree in Instructional Design, Educational Technology, Organizational Development, or similar.



INSTRUCTIONAL DESIGN PROJECT MANAGER — PROFESSIONAL DEVELOPMENT⁺

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for an Instructional Designer to use innovative approaches to design and manage professional development experiences (PDE) and workshop programs. The ID will design, develop, implement, and evaluate content that is compelling and enhances retention for hourly and salaried audience groups spanning instructor-led, eLearning, virtual, and simulation formats. Your goal is to facilitate learners in acquiring knowledge, skills, and competencies in an effective and appealing manner to best support organizational and business objectives.

You will report to the Manager, WDI Training Content Development.

WHAT YOU WILL DO

- + Contribute to leadership on instructional design best practices and implementation of blended learning including identifying and implementing innovative technologies and approaches.
- + Work with Subject Matter Experts and identify target audience's learning needs.
- + State instructional end goals and create workshops/PDEs that align with them.
- + Apply tested instructional design theories, practice, and methods using the ADDIE model.
- + Develop evaluation instruments.
- + Provide exercises and activities that enhance the learning process.
- + Create supporting material (role plays, interactive activities, etc).
- + Track project progression and completion in project management software program.
- + Maintain project documentation and course folders.



REQUIRED QUALIFICATIONS & SKILLS

- + Minimum 5 years' experience in the design and development of training programs.
- + Stellar project management skills and experience leading project teams.
- + Excellent knowledge of the instructional systems design process, adult learning models and strategy, needs assessment, and performance measurement.
- + Ability to manage multiple projects simultaneously and deliver quality, client-focused results on time and within budget.
- + Ability to write effective copy, instructional text, audio scripts/video scripts.
- + Proficiency in course development software.
- + Proficiency in PC functions including Microsoft Word and PowerPoint.

PREFERRED QUALIFICATION & SKILLS

- + Experience in Imagineering.
- + Master's degree in Instructional Systems Design, Organizational Development, or equivalent.
- + Experience in designing and implementing professional development trainings.
- + Proficiency in Articulate Rise and Storyline.

EDUCATION

- + BS or MA degree in Instructional Design, Educational Technology, Organizational Development, or similar.



VISUAL MEDIA CREATIVE PRODUCER⁺

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for a Visual Media Creative Producer to play an integral role within our team and focus on developing innovative media content that aligns with our overarching creative vision. In this role, you will be responsible for the conceptualization, creation, and implementation of design solutions that meet training strategies. You will create experiential experiences through video and motion graphics across multiple WDI Studios/DoWs while keeping up with current creative trends.

You will report to the WDI Training Media Design Manager.

WHAT YOU WILL DO

- + Interpret and translate ideas into visual formats that engage diverse audiences.
- + Present creative work to internal and external stakeholders at all levels.
- + Effectively work with multiple Partners to produce work that supports and elevates respective key business objectives.
- + Maintain ownership of work from project kick-off through execution, including managing project timeline and working with Creative Lead/Project Manager to acquire assets necessary for project completion.
- + Understand technical specifications required for content creation to ensure production meets those needs.
- + Takes the lead and drives content delivery and creative ideation by identifying the right methods and level of technology necessary to fit within financial parameters.
- + Serve as Video Director for shoots, inclusive of location scouting, casting, choosing production gear, directing camera shots, mentoring/directing talent, partnering with costuming, cosmetology, music production, etc. for both union and non-union talent.
- + Supervises the post-production of a shoot by working directly with the editor, sound designers, composers, etc. to complete the finished piece.
- + Attend all production meetings, project reviews, design reviews, etc. as needed, having up-to-date content progress available to share as needed.
- + Oversee the completion of creative deliverables and develop a work plan to manage risk on projects.

REQUIRED QUALIFICATIONS & SKILLS

- + Minimum 5 to 7 years of experience in broadcast production, media development, VFX design, directing or editing.
- + Experience with broadcast/media production including camera work, projection, VFX development, editing/post production.
- + Outstanding communication, ability to complete tasks quickly and efficiently, and ability to manage large-scale projects and teams keeping them on task and on time, a must.

- + Must understand visual storytelling and familiarity with Disney IPs and the Disney brand.
- + Basic understanding of creative software such as Adobe Creative Suite, Maya, Cinema 4D, etc.
- + In-depth knowledge of graphic design (digital, print, experiential), as well as a strong comprehension of co-branded marketing, communications, and promotional concepts.
- + Proficiency in Adobe Creative Suite, most notably Photoshop, Illustrator, and InDesign.
- + Proficiency in presentation design (Keynote, PowerPoint).
- + Proficiency in shooting photography and photo retouching.
- + Strong ability to express and articulate creative ideas including details relevant to design concept and process.
- + Drive high-quality creative that continuously pushes the brand forward in new and intentional ways.
- + Ability to lead creative work and take direction from creative team members daily.
- + Deliver high quality assets on all work, regardless of big or small scale.
- + A self-starter with the ability to work within tight deadlines, stay organized, practice open communication, and manage multiple projects simultaneously.
- + Strong interpersonal skills to collaborate effectively across various stakeholders both internally and externally.
- + Proven ability to support the creative process by collaborating with other Creatives, Account Managers and Executives.
- + Understand project time and resource requirements on project inception to ensure successful completion.
- + Proven ability to partner effectively and work in a team environment.
- + Demonstrate innovative thinking and problem-solving skills, and strong verbal and written communication skills.
- + Forecast trends in the design industry (type, color, software, best design execution) and promote creative thinking and innovation.

PREFERRED QUALIFICATION & SKILLS

- + Experience in co-branded projects.
- + Experience working with established IP.
- + Experience working within marketing partnerships involving different brands and IP.
- + Exhibits expertise in characters and content across Disney, Marvel, Pixar, and more.
- + Motion graphics experience.
- + B-roll capture/videography experience.

EDUCATION

- + Bachelor's degree in film, theater, or a relevant field, or equivalent experience.

INFORMATION GRAPHIC DESIGNER✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for an Information Graphic Designer to play an integral role within our team and focus on developing innovative media content that aligns with our overarching creative vision. In this role, you will be responsible for the conceptualization, creation, and implementation of design solutions that meet training strategies, in a wide range of graphic applications including collateral materials, graphics, publications, brand identity, company presentations, packaging, video titling and multimedia interfaces and tools. You will create experiential marketing experiences through video and motion graphics across multiple WDI Studios/DoWs while keeping up with current creative trends.

You will report to the Manager, WDI Training Visual Media.

WHAT YOU WILL DO

- ✦ Concept and Design collateral that is engaging and provides the right solutions for the communication goals. Keeping current company priorities, campaigns, and initiatives top of mind.
- ✦ Understands Graphic Design and Branding and how it translates to products.
- ✦ Develop and execute graphic designs in accordance with brand guidelines for a variety of uses including but not limited to promotional marketing, consumer products and corporate branding.
- ✦ Produce beautifully designed presentation materials for both high-level executives and client facing audiences.
- ✦ Interpret and translate ideas into visual formats that engage diverse audiences.
- ✦ Present creative work to internal and external stakeholders at all levels.
- ✦ Effectively work with multiple Partners to produce work that supports and elevates respective key business objectives.
- ✦ Maintain ownership of work from project kick-off through execution, including managing project timeline and working with Creative Lead/Project Manager to acquire assets necessary for project completion.
- ✦ Interface with leaders and executives across the business to understand the expectations/scope of work for design projects and incorporate feedback from these individuals as projects progress.

REQUIRED QUALIFICATIONS & SKILLS

- ✦ 4+ years of graphic design experience.
- ✦ In-depth knowledge of graphic design (digital, print, experiential), as well as a strong comprehension of co-branded marketing, communications, and promotional concepts.
- ✦ Proficiency in Adobe Creative Suite, most notably Photoshop, Illustrator, and InDesign.
- ✦ Proficiency in presentation design (Keynote, PowerPoint).
- ✦ Proficiency in shooting photography and photo retouching.

- † Strong ability to express and articulate creative ideas including details relevant to design concept and process.
- † Drive high-quality creative that continuously pushes the brand forward in new and intentional ways.
- † Ability to lead creative work and take direction from creative team members daily.
- † Deliver high quality assets on all work, regardless of big or small scale.
- † A self-starter with the ability to work within tight deadlines, stay organized, practice open communication, and manage multiple projects simultaneously.
- † Strong interpersonal skills to collaborate effectively across various stakeholders both internally and externally.
- † Proven ability to support the creative process by collaborating with other Creatives, Account Managers and Executives.
- † Understand project time and resource requirements on project inception to ensure successful completion.
- † Proven ability to partner effectively and work in a team environment.
- † Demonstrate innovative thinking and problem-solving skills, and strong verbal and written communication skills.
- † Forecast trends in the design industry (type, color, software, best design execution) and promote creative thinking and innovation.

PREFERRED QUALIFICATION & SKILLS

- † Experience in co-branded projects.
- † Experience working with established IP.
- † Experience working within marketing partnerships involving different brands and IP.
- † Exhibits expertise in characters and content across Disney, Marvel, Pixar, and more.
- † Motion graphics experience.
- † B-roll capture/videography experience.

EDUCATION

- † Bachelor's degree or equivalent experience in Art, Graphic Design, and/or Illustration.



COPY EDITOR⁺

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for a Copy Editor to manage the quality and accuracy of multi-platform materials to ensure the accuracy, clarity, and consistency of our training and professional development content. You will collaborate with editorial, creative, digital, and projects teams to maintain high editorial standards, ensuring that all materials are error-free and follow exacting standards of delivery.

You will report to the WDI Training Delivery Manager.

WHAT YOU WILL DO

- + Focus on editing, copyediting, and proofreading materials at multiple stages, and consult with editors, project managers, and production on clarity, sense, consistency, and accuracy of printed, online, and e-newsletter content.
- + Manage projects and workflows including estimate of turn times, prioritization, assignment of resources, and coordination of approvals to meet multiple, competing deadlines.
- + Collaborate across multiple departments and be a proactive team player – working to heighten the quality of all relationships, workflows, and deliverables.
- + Work with various platforms and markup tools including Adobe Acrobat, Microsoft Word, PowerPoint, and Google Docs; Knowledge of InCopy and InDesign is helpful.
- + Understand principles of design, page layout, typography, and text formatting.
- + Maintain consistently high standards on complex and varied projects with multiple, concurrent deliverables, working within the style of each brand and project.
- + Provide fact-checking as needed.
- + Update and maintain house and brand-specific style guides, as needed.
- + Delegate and manage assignments of outside support staff when necessary.
- + Have exceptional written and verbal communication skills and proven success meeting deadlines.

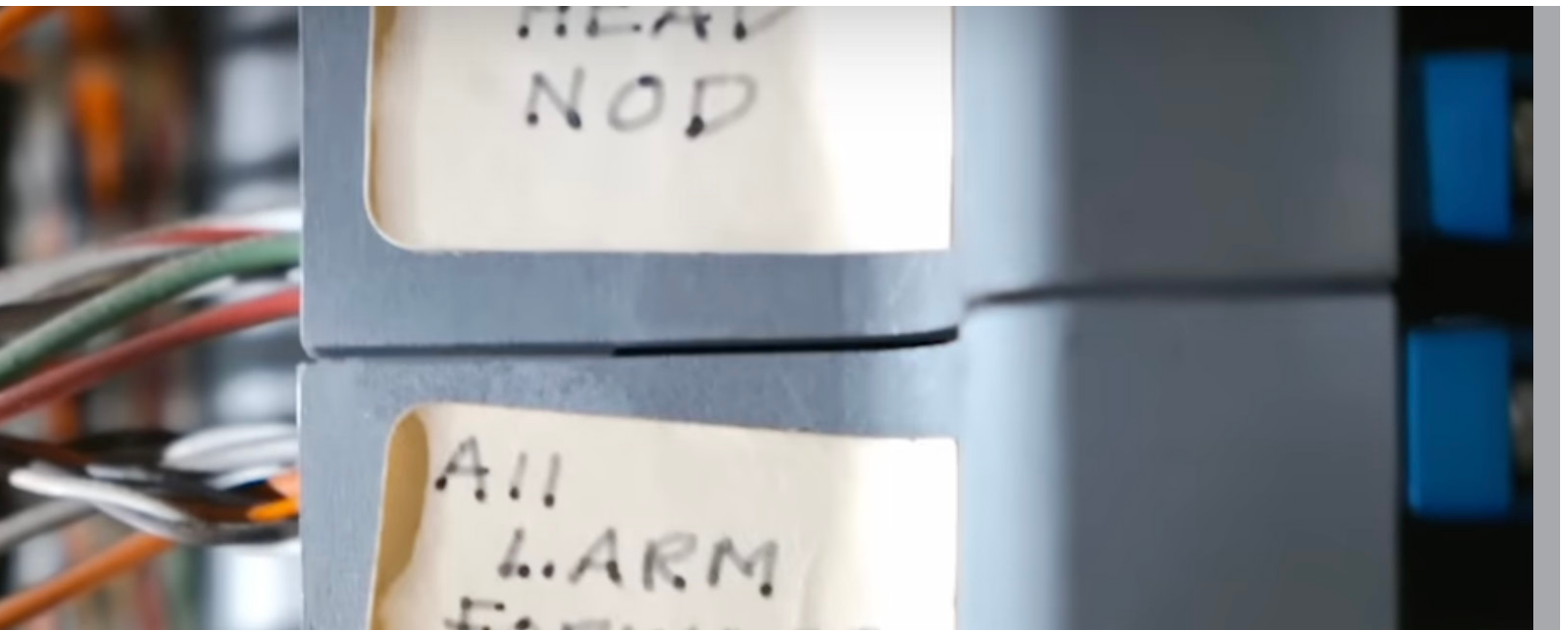
REQUIRED QUALIFICATIONS & SKILLS

- + 8+ years of experience in product copy editing.
- + Outstanding organizational skills; extremely detail oriented.
- + Excellent project management skills.
- + Exceptional written and verbal communication skills.
- + Excellent copyediting and proofreading abilities.

- + Ability to lead multiple tasks/projects in a deadline-driven environment.
- + Proactive team player who can collaborate across departments.
- + Proficient in Microsoft Word, Excel, and Google Suite applications.
- + 6+ months of WDI experience.

EDUCATION

- + Bachelor's degree or equivalent experience.



TRAINER — INTERNATIONAL AND DOMESTIC✦

Walt Disney Imagineering is the creative force that imagines, designs, and brings to life all Disney theme parks, resorts, attractions, and cruise ships worldwide. Working across a spectrum of disciplines that range from creative and conceptual to scientific and technical, Imagineers blend an innovative mixture of storytelling, art, science, and technology to create immersive experiences, memorable destinations, and innovative entertainment for families around the globe.

We are looking for a Trainer to be the positive, welcoming voice behind all our developed training. You will possess enhanced knowledge of WDI operations and be able to clearly communicate through various methods of content delivery.

You will report to the WDI Training Delivery Manager.

WHAT YOU WILL DO

- ✦ Conduct new hire orientation and training courses for Imagineers using a variety of training delivery methods and tools.

REQUIRED QUALIFICATIONS & SKILLS

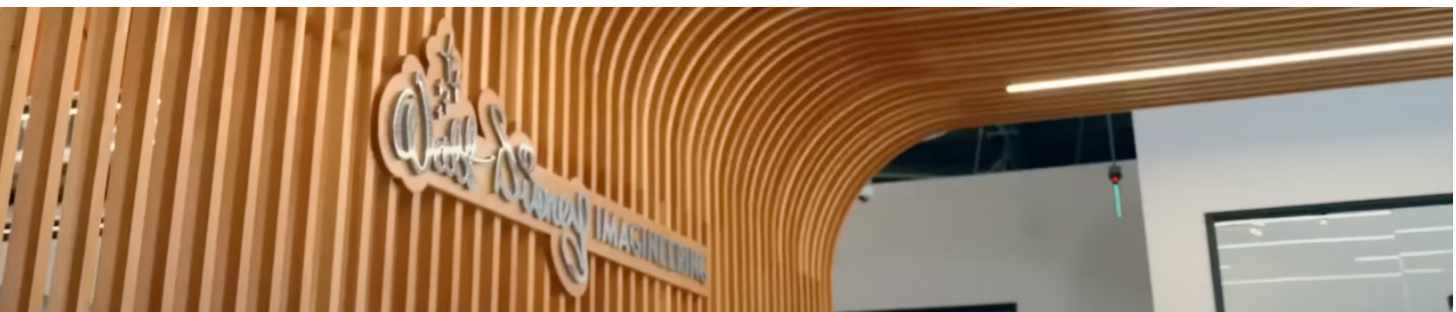
- ✦ Ability to demonstrate strong facilitation and presentation skills.
- ✦ Ability to excel in a very dynamic, fast-paced, diverse, and team-oriented environment.
- ✦ Proven strong Guest service skills with a focus on The Five Keys.
- ✦ Full availability with flexibility to work nights, weekends, and holidays.
- ✦ Ability to use reservation booking systems.
- ✦ 6+ months of WDI experience.

PREFERRED QUALIFICATION & SKILLS

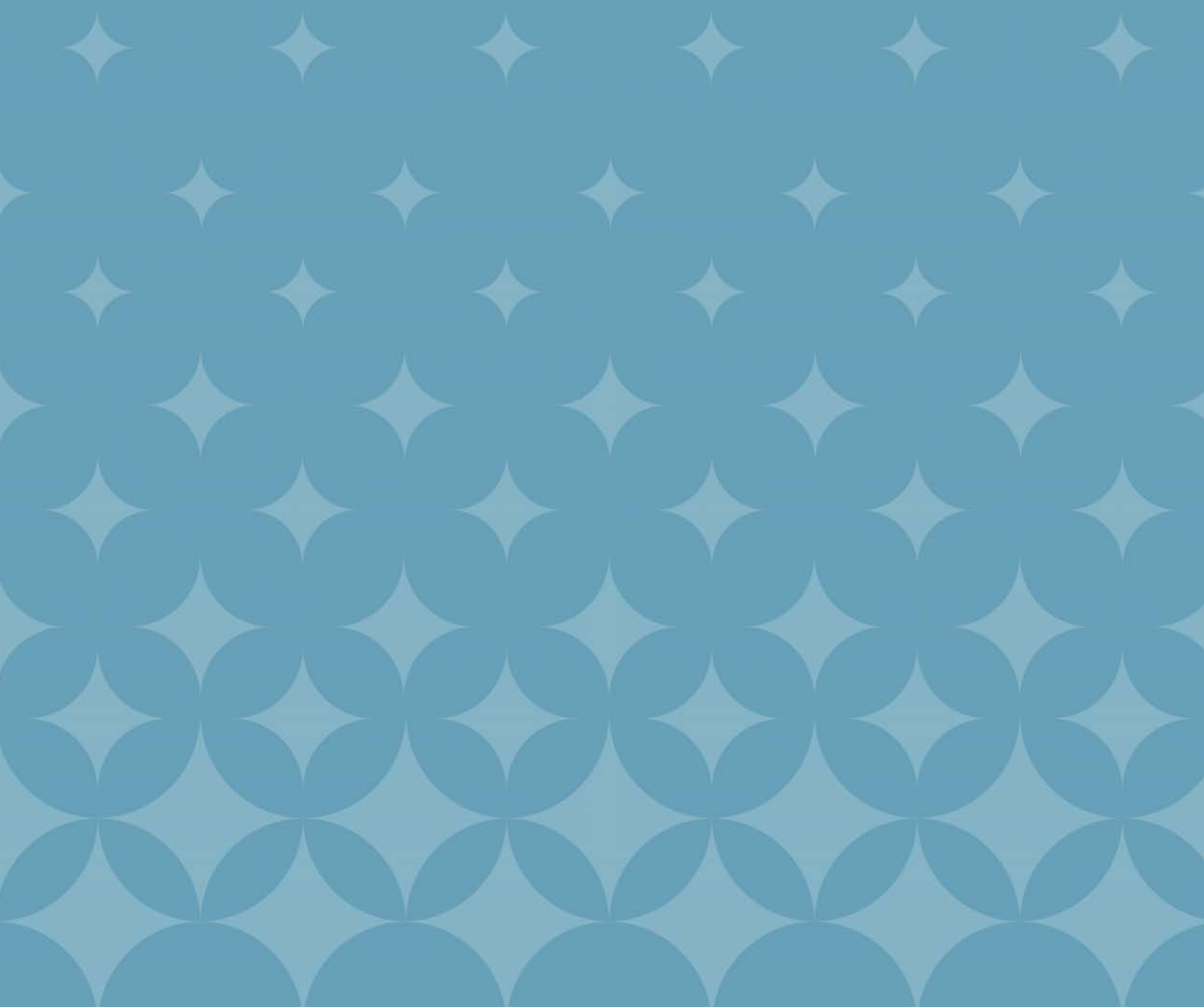
- ✦ Experience leading guided tours.
- ✦ Experience working with the public in a formal or informal learning setting.
- ✦ Proficient in multiple languages.

EDUCATION

- ✦ Bachelor's degree or equivalent experience.



SAMPLE ASSETS ✨



SAMPLE WORKSHOPS

WDI GLOBAL TRAINING DEVELOPMENT AND DELIVERY PRESENTS

INSIGHT WEBINAR: WORKPLACE WELLBEING



OUR SPEAKERS



DR. LAUREN TIDMORE
Director, WDI Global Training
Development and Delivery



PATRICK JOHNSON
Mgr. WDI Global
Training Development



TBD
WDI Global
Training Development

TOPIC

**CREATING A CULTURE
OF CARE**

FRIDAY

12 APRIL 2025

Teams Link will be emailed
with Calendar Invite

Gather for the next installment of our insights webinar series and discuss ways to prioritize the well-being of your employees, create a thriving work environment, and cultivate healthier, more supportive work environment.



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WDIGLOBALTRAINING@DISNEY.COM

WDI GLOBAL TRAINING DEVELOPMENT AND DELIVERY PRESENTS

LEVERAGING TECHNOLOGY



DR. LAUREN TIDMORE

Director, WDI Global Training
Development and Delivery

LOCATION

**WDI ED
IMAGINE STATION**

TUESDAY

16 JULY 2025 | 9AM

Session will be recorded for
those unable to attend.

**LIMITED SEATS! REGISTER ON THE
WDI GLOBAL TRAINING WEBSITE.**



[WDIGLOBALTRAINING.DISNEY.COM](https://wdiglobaltraining.disney.com)

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SAMPLE LEARNING CONFERENCE

AGENDA✦

MONDAY 4/11/25

8:00 – 16:00

8:00 – 09:00

9:00 – 10:30

10:45 – 12:00

12:00 – 13:30

13:30 – 14:30

14:45 – 15:15

15:15 – 15:45

15:45 – 16:15

16:30 – 17:00

TUESDAY 4/12/25

8:00 – 12:00

8:00 – 09:00

9:00 – 10:30

10:45 – 11:15

11:30 – 12:00

12:00 – 13:30

13:30 – 14:00

14:15 – 14:45

14:45 – 15:30

15:30 – 17:00

17:30 – 19:00

2025 WDI LEARNING AND DEVELOPMENT ANNUAL CONFERENCE✦

Presented by WDI Global Training Development and Delivery

Track 1	Leadership
Track 2	Science & Technology
Track 3	Architecture
Track 4	Engineering

REGISTRATION

CONTINENTAL BREAKFAST

Opening Ceremony: Keynote Address

Leadership Kickoff	Science & Tech Kickoff	Architecture Kickoff	Engineering Kickoff
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LUNCH BREAK

Leadership Breakout	Science & Tech Breakout	Architecture Breakout	Engineering Breakout
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General Sessions – see daily agenda

AFTERNOON BREAK

General Sessions – see daily agenda

General Sessions – see daily agenda

REGISTRATION

CONTINENTAL BREAKFAST

Keynote Address

General Sessions – see daily agenda

General Sessions – see daily agenda

LUNCH BREAK

General Sessions – see daily agenda

General Sessions – see daily agenda

AFTERNOON BREAK

Leadership Summit	Science & Tech Summit	Architecture Summit	Engineering Summit
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Closing Ceremony and Dinner

TUESDAY 4/12/25

8:00 – 16:00

2025 WDI LEARNING AND DEVELOPMENT ANNUAL CONFERENCE

Presented by WDI Global Training Development and Delivery

Track 1	Leadership
Track 2	Science & Technology
Track 3	Architecture
Track 4	Engineering

CONTINENTAL BREAKFAST

9:00 – 10:30

Keynote Address

Speaker

Session Title

Location/Live Stream

GENERAL SESSIONS

10:45 – 11:15

Leadership Track	Science & Tech Track	Architecture Track	Engineering Track
Option A Speaker(s) Location	Option A Speaker(s) Location	Option A Speaker(s) Location	Option A Speaker(s) Location
Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom
Option A Speaker(s) Location	Option A Speaker(s) Location	Option A Speaker(s) Location	Option A Speaker(s) Location
Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom	Option B - Virtual Speaker(s) Location: Zoom

11:30 – 12:00

12:00 – 13:30

LUNCH BREAK

13:30 – 14:00

14:15 – 14:45

14:45 – 15:30

AFTERNOON BREAK

15:30 – 17:00

Leadership Summit Panel Location	Science & Tech Summit Panel Location	Architecture Summit Panel Location	Engineering Summit Panel Location
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17:30 – 19:00

Closing Ceremony: Keynote Address

Speaker

Session Title

Location/Live Stream

EXHIBIT HALL OPEN

