

# ROBERTO ROBLES

PERFORMANCE IMPROVEMENT  
& INSTRUCTIONAL DESIGN

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## PORTFOLIO

[WWW.ROBERTOAROBLES.COM](http://WWW.ROBERTOAROBLES.COM)

## EDUCATION

- **Master's in Performance Improvement and Instructional Design**

University of West Florida

- **Master's in Business**

Full Sail University

- **Bachelor's in Education**

Pontifical Catholic University of P.R.

## LANGUAGES

- English (Fluent)
- Spanish (Fluent)

## SKILLS

- Bilingual (English and Spanish)
- AI-Supported Performance Improvement
- Performance & Learning Consulting
- Analysis & Data-Driven Decision Making
- Instructional Design
- Adult Learning Theory
- Curriculum Design
- Evaluation, Measurement & Continuous Improvement

## WORK EXPERIENCE

### Responsibilities & Accomplishments

- *Presented at ISPI 2025 and selected for publication in the Performance Improvement Journal (ISPI) for a data-driven performance improvement proposal developed for a national HVAC-R company.*
- *Led performance analysis using HPT frameworks and diagnostic methods to identify root causes and design targeted, evidence-based interventions.*
- *Designed and delivered performance-based learning solutions that improved learner engagement, knowledge retention, and on-the-job application.*
- *Developed accessible, asynchronous learning modules (WCAG-compliant) to support inclusive and equitable learning experiences.*
- *Facilitated learning for 2,000+ learners across blended environments, achieving consistent performance outcomes.*
- *Created and implemented an H5P training program adopted by the University of West Florida, increasing faculty use of interactive content in online courses.*
- *Recognized as Educator of the Year (2017) for excellence in instructional delivery and learner engagement.*

## PROJECTS

### PERFORMANCE DEVELOPMENT: CANVAS TRAINING INITIATIVE FOR THE UNIVERSITY OF WEST FLORIDA FACULTY

- *Designed and implemented a professional development program for University of West Florida faculty, incorporating new technologies to enhance instructional effectiveness and improve student learning outcomes.*

### OPTIMIZING WORKFORCE PERFORMANCE FOR A NATIONAL HVAC-R COMPANY.

- *Delivered a published, data-driven performance improvement solution using HPT, the Behavior Engineering Model, and AI-supported analysis to identify root causes and design targeted workforce interventions.*

## CERTIFICATIONS

- **CAIT (Certified AI Technologist) - in progress: ISPI**
- **LEAN SIX SIGMA (White Belt): CSSC**