

Dr. Leo M. Grassi

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Recent Employment History

December 2022 – Present

Instructional Scientist, retired Civil Service Program Manager

Professional advisory services, business and academic consulting in areas of design, human performance, ADA compliance, analysis of instructional discourse

September 2016 – December 2022

Training Programs Implementation Manager Deployment and Activation Defense Health Management Systems Modernization Arlington, VA 22209

**Supervisor: Ms. Theresa O'Brien Contact: Yes
(703) 268-9410 40 hrs/wk Salary: \$153.622**

Supports training execution for Department of Defense (DoD) Electronic Health Record contract, ensuring design, deployment and sustainment of instructional/technology deliverables.

Principle education advisor to DHMSM Executive office, ensuring training goals and objectives are met through planning, directing, coordination and execution of all vendor/contracting assets.

Oversees contractor acquisition and Federal subordinate work operations and/or products as well as design and delivery of all curricula, methodology, and materials and determines whether work meets standards.

Effectively briefs DHMSM Program Executive Office leadership and senior levels of DHA as well as Army, Navy and Air Force Medical Departments. Interfaces with DHMSM Program Manager, military medical, federal and private organizations ensuring effective information flow.

November 2012 – September 2016

Head, Learning Technology & Innovation Navy Bureau of Medicine and Surgery Falls Church, VA 22042

**Supervisor: CDR Sather Contact: Yes
(703) 681-5543 40 hrs/wk Salary: \$113.650**

Develops organization-wide policy addressing military-service/agency learning technology integration, literacy, and efficiency across the military health system.

Key contributor as GS 1700 series Subject Matter Expert representing Navy Medicine as part of DoD/DCPAS Competency Development Panel since 2013, shaping 5-tiered competency frameworks for GS 1702 and 1750, thereby strategically enhancing and optimizing the future Federal civilian workforce.

Represents Navy as technical consultant addressing implementation and sustainment of DoD Learning Management System, Joint Knowledge Online (JKO), integral element of Defense Health Agency operations.

Offers curriculum and learning technology expertise, policy and planning supporting training deployment and sustainment of International Classification of Diseases (ICD-10) program across Navy Medicine enterprise.

Leads evaluation research including data collection, analysis, and presentation of critical findings.

Reviews contractor derived instructional system design product deliverables to assess the application of sound ISD methods and processes, ensuring instructional quality and value are achieved.

Designs, develops, and implements valid and reliable training evaluation strategies and survey instruments to assess the impact of learning on human performance requirements for both classroom and elearning settings.

Communicates with staff, Subject Matter Experts, and program faculty through written reports, oral presentations, personal conferences, and electronic correspondence on information concerning changes, problems, issues and improvements affecting ongoing processes.

June 2006 – November 2012

**Division Head, Integrated Learning Environment
Navy Medicine Manpower, Personnel,
Training and Education (NMMPT&E)
Bethesda, MD 20889
Supervisor: CAPT Hansen Contact: Yes
(301) 295-0203 40 hrs/wk Salary: \$103.872**

Crafted and executed a training technology strategic plan supporting Navy Medicine enabling both central and subordinate offices to meet administrative, training and performance improvement requirements

Directed seven-member department encompassing medical simulations, distributed learning and interactive multimedia, ensuring implementation of short and long term goals through planning, professional development, and collaboration across organizations and military services. Spearheaded initiatives addressing adoption of rapid authoring tools and mobile learning prototypes facilitating greater ease of development, deployment and access

Sep 2004 – June 2006

**Instructional Systems Specialist
Naval Medical Education and Training Command
Center for Force Health Protection
Bethesda, MD 20889
Supervisor: Dr. Laurel Myers Contact: Yes
(301) 319-4714 40 hrs/wk Salary: \$76.000**

Applied Instructional Systems Design model to classroom and online course development and analysis, to include materials, strategy, assessment, underlying theory and resources

Designed Kirkpatrick levels I, II, and III assessment instruments to implement changes and correct deficiencies

Identified problems in instructional design and developed solutions and recommendations for implementation

Collaborated with subject matter experts and faculty on course effectiveness and efficiency of resources

Directed and assessed the development and implementation of distributed and hybrid learning courses and information objects that are standards-based, supported by relevant theory and grounded in appropriate instructional strategy

Redesigned organization's web presence by creating an attractive, easily navigable, and customer-centric site

Education

Ph.D., Education, Walden University, Minneapolis, MN
Education Technology specialization

MS, Educational Technology, National University
San Diego, CA

BS, Workforce Education and Development,
Southern Illinois University, Carbondale III