Bisayo Nifemi Adewole

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Education
University of Lagos (2017)
Master of Education**, Educational Administration**
University of Lagos (2014)
Bachelor of Arts Education, **Educational Administration**

Professional Practice and Research Experience
Pistis Life & Leadership Institute (PLLI) *Lagos, Nigeria* Oct '25 - Present
Head of Instructional Design and Learning

- Leading enterprise learning transformation, designing frameworks across six flagship programs, and aligning capability building with institutional strategy to strengthen workforce performance.
- Advising leadership and HR on employee engagement, conducting staff interviews to uncover disengagement causes, and co-creating culture initiatives to improve satisfaction and productivity.
- Driving digital learning transformation, integrating advanced tools, blended models, and scalable curriculum design to modernize delivery and enhance learner experience.
- Introducing gamification in learning, which boosted employee engagement by 35%, completion rates by 70%, and a continuous learning culture across programs and organisations.
- Coordinating leadership development delivery, implementing a tailored program for 34 senior leaders with baseline and 90-day post-assessments to track behavioural growth.
- Developing digital learners pipelines and curricula, expanding access to structured learning for 1,000+ learners, and strengthening lead generation for the organization.
- Designing a self-paced onboarding system, reducing onboarding time by 90% for partners and 99.5% internally, while raising LMS adoption to 95%.
- Building instructional capacity, managing a volunteer network, and adding 20+ design hours weekly with no additional cost to operations.
- Leading and securing four SME partnerships, which converted 52.6% of 300+ participants into active learning community members.
- Embedding AI and learning technology innovation, deploying a full digital stack, and launching Priscilla by PLLI, an AI learning agent handling 50+ learner interactions daily.

- Delivering multimedia and data-driven learning, producing 30+ interactive assets, 2 podcast shows, and using analytics to enhance retention, instructor quality, and scalability.
- Enabling international access, integrating global payment systems, and supporting ₦2 million+ in online learning revenue generation.

Talent Holding Company (THCO) *Lagos, Nigeria* Aug '24 - Oct '25

Learning and Development Specialist, Talent and Business Development

- Leading the development of the Talent Leadership University for THCO's employees and partners, driving talent development initiatives across multiple regions, resulting in increased employee performance, retention, and a streamlined onboarding process.
- Designing and implementing tailored learning experiences for talent partners across the US, UK, Nigeria, and Canada, ensuring cultural relevance and business alignment, focusing on improving skill competencies by 30%.
- Conducting in-depth research into the learning needs of talent partners across the US, UK, Nigeria, and Canada, identifying key skills gaps, and influencing the development of strategic training initiatives that improved software onboarding processes.
- Developing and optimizing THCO's learning resources and managing the Learning Management System (LMS), streamlining content delivery, and increasing employees and partner engagement for over 1000 active users in America, Europe, and Africa
- Assessing and analyzing learning outcomes against key performance indicators, providing data-driven insights to senior leadership, and refining learning strategies that lead to improved productivity and reduced onboarding time.
- Collaborating closely with the Human Resources department and senior leadership to co-create high-impact learning content, aligning educational offerings with organizational goals, and contributing to talent retention.

Lothego Limited *Lagos, Nigeria* Aug '23 - Jul '24

Instructional Design Lead, Corporate Training

- Led rigorous user research and in-depth needs analysis to uncover critical learning gaps, demonstrating resilience and adaptability in synthesizing complex data into actionable insights, which enhanced learners' engagement and elevated course impact.
- Managed a team of 3 instructional designers and an illustrator.
- Developed and executed a strategic, research-backed learning and content roadmap, aligning educational initiatives with organizational goals and learners' needs; consistently demonstrated leadership in refining content for clarity, relevance, and evidence-based efficacy.
- Designed impactful, research-informed learning experiences and constructed comprehensive learners' personas through scholarly analysis, ensuring content resonance across diverse demographics, fostering inclusivity, and optimizing training effectiveness.

- Championed the development of 3 training programs for Nigerian knowledge workers.

Lagos State Teaching Service Commission *Lagos, Nigeria* Feb '20 - Aug '23
Education Officer (English Studies Teacher)

- Taught English as a second language to over 500 middle school learners
- Created art and science-based instructional materials and learning resources for English lessons
- Planned and delivered technology-enriched English lessons that attracted 3 prestigious national awards for using digital technologies to improve learning outcomes despite limited infrastructure.

Teaching/Facilitation Experience

Data Science Nigeria, *Nationwide, Nigeria* September 2020 - July 2021
Learning Experience Designer (Audio Learning Content for Radio)

- Implemented a Learn at Home curriculum by designing audio learning experiences in English using audio recording and editing tools
- Recorded 23 audio lessons that passed the quality assurance check
- Curated 90 quick definitions of complex concepts in the English language for senior school learners

TedPrime Hub, Ogun State Teaching Service Commission. Ogun, Nigeria May '22
***Course Facilitator (Teacher Training*)**

- Facilitated the training of over 200 public school teachers in Ogun State and made them become certified Microsoft Innovative Educators.

Coreskills Transformational Academy, Global, Africa Oct '24 - present
Course Facilitator

- Designing, implementing, and facilitating a skill acquisition program for approximately 100 career-transitioning professionals in learning and development.
- Collecting and analyzing data using a skill gaps survey to design a personalized learning experience

Volunteering and Other Experience

Instructional Design Lead, School Builder Laboratory *2026 - present*

- Leading the learning experience design team of 3 to design, deliver, and evaluate the school builder lab - foundation program containing 8 modules.
- Led the production of 49 lesson scripts and videos deployed via the LMS platform.
- Wrote the AI prompts for rapid course video productions
- Managed the LMS platform used to deploy the program for 18 learners.

Global Schools Mentor, *UN Sustainable Development Solutions Network* *Jan 2023 - 2024*

- Mentoring 6 global school educators in Turkey towards completing their education for a sustainable development advocacy project. One of them was awarded Advocate of the Month.

Awards

- 2023 Teach with Tech 2nd Prize Winner, EduFocal. This award was given in recognition of my digital learning innovations despite the limited digital infrastructure.

Panel Sessions and Presentations

- Panelist, Mastercard Foundation Edtech Mondays Show (2023): "Sustainable Partnership for Effective EdTech Design". https://youtu.be/ZqTi3FEk2Jk?si=Ftj_7U1fn2-798Dm
- Panelist, Mastercard Foundation Edtech Mondays Show (2022): "Education in the Pandemic Era". https://youtu.be/HXcxiZbyL3Q?si=8QLcXq05p7eNpKTB

Publications

- Adewole, B. (2024) Investigating Adult Learners' Experiences with the Integration of Personal, Professional, and Cultural Contexts in E-learning: A Narrative Literature Review. (Manuscript)
- Adewole, B. (2024) Generational Perspectives on E-Learning in Nigeria: A Thematic Literature Review of Workplace Adaptation Strategies for Young (23–35), Mid-Career (36–49), and Older (50+) Professionals. (Manuscript)
- Adewole, B. (2023). Rethinking learning objectives: engaging Gen Z learners with context, content, and assessment. eLearning Industry. https://elearningindustry.com/rethinking-learning-objectives-engaging-gen-z-learners-with-context-content-and-assessment
- Adewole, B. (2021). Collaboration: The New Face Of Professional Competition – The Teacher's Perspective. TeacherX (formerly One Teacher One Topic) Adewole Bisayo Nifemi - Article Publication- TeacherX.pdf

Professional Development and Certifications

- Certified Instructional Design Professional (CIDP), GSDC
- Certified Learning and Development Business Partner (LDBP), GSDC
- Certified Sustainability Leader, UPGL
- Microsoft Innovative Educator Trainer
- Microsoft Certified Educator, Microsoft Learn
- Build Your Skills as an Instructional Designer, LinkedIn Learning
- Teaching English as a Second Language (TESOL), Arizona State University

References

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