
Biographical Sketch

Dennis J. Stanley, M.A.

Labor Categories: Project Manager, Senior Analyst, Instructional Systems Designer, and Facilitator
Education: M.A., Mass Communications, University of Denver

Dennis Stanley has more than 27 years of experience in designing and developing training and learning solutions. He has worked for Human Technology (HT) for the past 19 years. During this time, Mr. Stanley has developed training employing a variety of instructional methods and media: classroom, web-based, interactive video teletraining, and embedded learning. He has managed more than 120 training projects for Federal agencies at all levels of size and complexity.

Prior to joining HT, Mr. Stanley was a career Air Force officer where he held many positions in the field of training and education. He was an Assistant Professor of English and Communication at the Air Force Academy and directed the Advanced Writing Program. On loan to the State Department for 2 years, Mr. Stanley was Director of the Foreign Affairs Interdepartmental Seminar, a select program for senior executives in the Federal Government on foreign policy development.

Recent Experience

- Designing and developing an innovative technology-enabled learning system for the Aircraft Certification Service of the Federal Aviation Administration (FAA). This program will support a new Safety Management System the Service is implementing by deploying embedded learning solutions in minimum time to the technical workforce. Electronic tools and job aids will support both learning and job performance across the Service.
- Designed and developed technical training for an international community of aeronautical engineers. This “first ever” training reinforced bilateral agreements between the United States and member countries of the European Union on the acceptability of technical data and regulatory decisions. Development involved sensitive negotiations on training content, phrasing, and delivery methods.
- Designed web-based training that examined the causes of major aircraft accidents in order to identify accident precursors. The training integrated a recognized safety assessment model with accident information and data in an innovative “lessons learned” approach. Both industry and academia have praised the site and use it extensively.
- Designed a risk assessment model for FAA inspectors and engineers to use in setting requirements to audit U.S. and foreign aircraft manufacturing facilities. Using assessments of safety risks posed by various categories of manufacturers, the model’s implementation led to improved performance in accurately prioritizing audit requirements, better allocation of staff resources, improved management of productivity goals, and enhanced data collection to identify problem areas.
- Developed and delivered training in Leadership and Business Management to engineers in the FAA’s Aircraft Certification Service. This new training complemented the technical training of engineers and met management’s goal of strengthening the leadership capabilities of engineers who manage projects and deal with industry.
- Designed and conducted a job task analysis (JTA) for the Aircraft Certification Service that led to development of training profiles for eight populations, revised curricula and new training courses, staffing standards, and career assessment models. Additionally, JTA information supported budget justification that led to increased staffing in the technical workforce.

Recent Experience (Continued)

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- Designed and developed learning curricula for airframe, systems, and propulsion engineers in the FAA. Each blended curriculum contained classroom training, web-based courses, interactive video teletraining, and on-the-job training. When implemented each curriculum reduced training time for new employees by over a year.
- Designed and trained FAA managers in the use of a financial model to collect data on core business processes and determine the “cost of doing business.” The model produced baseline financial information to support follow-on integrated workflow analyses and reengineering of core business processes.
- Developed an integrated budget and planning process for the Associate Administrator for Safety in the FAA. The process integrated enterprise-wide planning across eight organizations, standardized development of annual business plans, and ensured traceability to the organization’s strategic plans. Conducted orientation training for planning staffs on use of the process.
- Developed a process for the FAA to assess the impact of emerging aviation technologies on Federal regulatory requirements. One innovation of the process was the integration of the FAA’s technical analyses with best practices in the National Aeronautics and Space Administration, the Department of Defense, industry, and aviation trade associations.
- Designed and developed training in career transition for the Department of the Navy’s Bureau of Personnel. The training addressed personal career goals, financial planning, career opportunities, and job transition skills. Based on the program’s wide acceptance, the Department of the Navy incorporated it into its professional schools and Reserve Officers Training Corps programs.
- Developed a CD-ROM on Personal Financial Management for the Marine Corps Family Service Centers. The CD-ROM offered advice on a range of financial topics as well as tools that enabled users to assess their personal financial position and update investment information. The Navy Times called it a “highly successful” program that was very informative.

Publications

- AVR Integrated Planning Process (Desk Reference), for the FAA.
- Development of Job Task Analysis Information: Developer’s Guide, for the FAA.
- The Air Force Effective Writing Program (self-study guide and videotapes), U.S. Government Printing Office.
- Orientation Guide for New Employees, for the FAA.
- Assessing the Impact of Future Technologies, for the FAA.
- Financially Fit-Mission Ready, USMC Financial Fitness (CD-ROM), for the Marine Corps.