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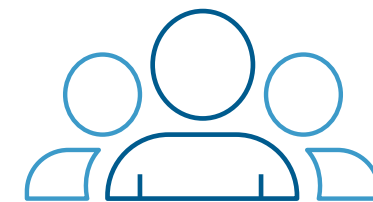
Education Course Catalog



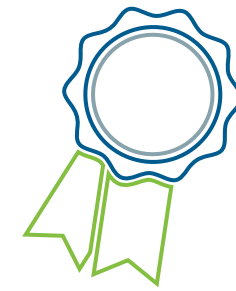
Your Professional Development Resource



For more than 80 years, our mission has been to empower talent development professionals with the knowledge and skills they need to be successful.



Partner with
130+
world-class
facilitators



140+
courses



2 talent
development
certifications

1,000+
organizations
have trained
with us

160,000+
professionals have learned
with ATD Education



The ATD Education Brand Promise

No matter what type of course or format you choose, the ATD Education learning experience delivers:

- **Capability-Based Content:** Research-based content to expand your knowledge, skills, and mindset
- **Expert Facilitators:** The wisdom and guidance of an industry-leading facilitator
- **Peer-to-Peer Learning:** Learning with and from your talent development peers
- **Practical Approach:** A practical, tools-based approach to support application on the job
- **Personalized Learning:** Development of mastery through a learning journey tailored to your unique role and goals

As the world's leading experts in professional learning, we know how people learn best, and we design learning that works. Get the information, insights, and skills you need to expand your mindset and increase your strategic impact. Together, we'll empower you to develop talent in the workplace and create a world that works better.

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Note: While the information in this catalog is true and correct at the date of printing, prices and dates are subject to change. Check td.org/education for the most up-to-date information, including new programs, pricing, dates, and locations.

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Which Program is Right for You?

ATD offers more than 140 in-person, live online, and on-demand courses to meet your unique needs. Use this guide to determine what style of course best suits your goals.

- **ATD Master® Programs:** Stand out in your field and show employers and peers that you are at the top of your game by earning an industry-recognized designation. These advanced, assessment-based programs are grounded in theory and focused on practice.
- **Certificate Programs:** Offered live online and face-to-face, these comprehensive courses are led by expert facilitators and emphasize learning through peer-to-peer collaboration. Every course is designed to support key roles in the talent development profession and includes practical skills and takeaway templates and tools to use back on the job.
- **Workshops:** ATD Education Workshops are social learning events rooted in discovery and hands-on practice. Each workshop is the equivalent of one day in person or two sessions in the virtual classroom.
- **ATD Online Course Library:** ATD's on-demand learning library helps you upskill at your own pace. Learn industry-standard techniques and stay on top of the latest talent development trends at a time that fits your schedule.
- **ATD Certification Preparation:** Ready to take the next step in your career and earn the Associate Professional in Talent Development (APTD®) or Certified Professional in Talent Development (CPTD®)? Explore a selection of certification prep resources from self-paced courses to facilitator-led bootcamps to prepare for the exam in the way that suits you best.

Take the next step in your lifelong learning journey. Find a course to enhance your professional learning and develop new capabilities.

Demonstrate the value of your talent development investments.

For almost 20 years, ATD has been offering the preeminent professional certificates in talent development measurement, evaluation, and analytics—based on the latest research on these topics and aligned to the Talent Development Capability Model.



Evaluating Learning Impact Certificate

Demonstrate the results of your talent development investments.



Measuring Return on Investment

Use ROI to demonstrate the real value of talent development.

Explore these and all ATD courses at td.org/explore-courses.

Programs can be taken in person, online, or through a dedicated offering for your team.

Offered in partnership with the industry-leading evaluation experts at ROI Institute and aligned to the ROI Institute's ROI Methodology.

ROI INSTITUTE®



Jack Phillips, PhD,
ROI Institute Chairman



Patti Phillips, PhD, CPTD®,
ROI Institute CEO

Attend the ATD Evaluating Learning Impact or Measuring Return on Investment Certificate program (or both!) and receive a discount and accelerated pathway toward the ROI Institute's Certified Return on Investment Professional® (CRP) certification.

Learn more at roiinstitute.net/atd-eli-and-mroi-certificate-programs.

The Talent Development Capability Model™

The framework you need to develop your learning plan and advance your career.

The Talent Development Capability Model is a research-backed framework that guides the talent development field in understanding what practitioners need to know and do to be successful, now and in the future. The model is a blueprint for impact for practitioners and their organizations, and it can be used by individuals and teams.

This future-oriented model, which can be personalized, sets a new standard for the field. It responds to those trends affecting talent development, such as digital transformation, data analytics, information availability, and partnerships between talent development and business.



Look for this icon on our course pages within this catalog to see which talent development capability areas each course aligns to.



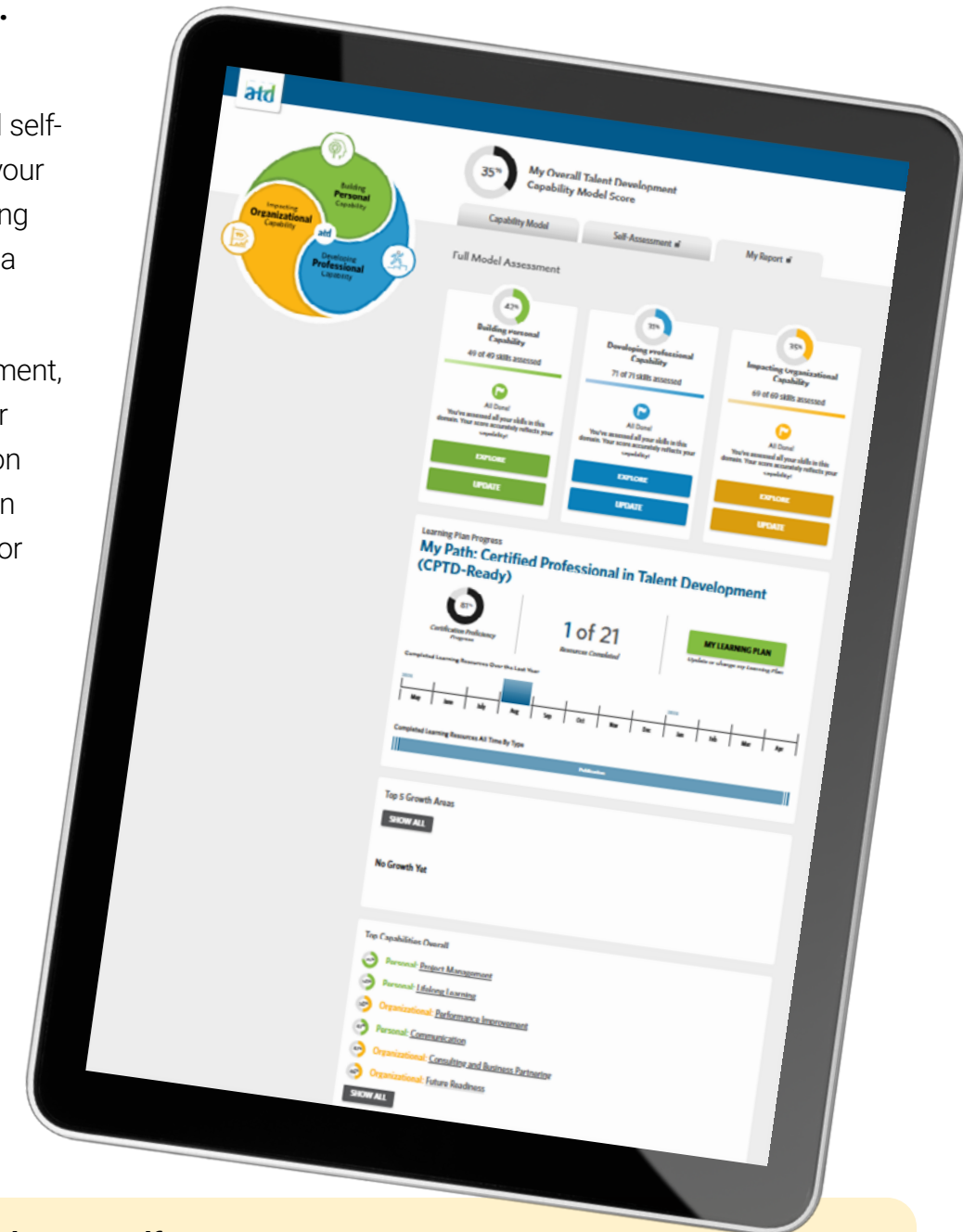
Assess Your Current Capability

Targeted. Personalized. Future-Focused.

The interactive Capability Model self-assessment helps you identify your current skills and create a learning plan to increase your impact as a talent professional.

Once you finish the self-assessment, you will be asked to choose your learning path. Paths are based on your current role, one you'd like in the future, or earning the APTD or CPTD certification.

Build a learning plan from ATD resources that will close knowledge and skill gaps to prepare you for the next step in your career: a new role, a certification, or long-term development. You can also add non-ATD resources to your plan.



Learn more about the model, take your self-assessment, choose a learning path, and create a learning plan at td.org/model.

NEW CERTIFICATE PROGRAM

Essentials for Practitioners in Talent Development

Advance your career with an ATD Practitioner in Talent Development designation that proves your knowledge of core concepts and practices in the field.

atd



NEW Essentials for Practitioners in Talent Development

Discover the full scope of the talent development profession, build essential skills, and create a personalized roadmap for a thriving career in this dynamic field.

Through engaging content and hands-on tools like the Talent Development Capability Model™ and the Talent Development Career Pathways tool, you'll explore the ecosystem and the essential skills talent development professionals need to support competitive advantage for their organizations. You'll gain insights into the critical role talent development plays in performance enablement throughout the employee lifecycle. By the end of the program, you'll walk away with the applicable insights and a personalized development plan to confidently chart your path in this dynamic and rewarding field. Upon successful completion of the program, you'll earn an industry-recognized designation that verifies your knowledge of talent development essentials.

Why you should attend:

- Gain a clear understanding of the talent development profession, from key functions and terminology to career pathways and organizational impact.
- Plan your professional journey with a personalized development plan, reinforced by proven frameworks like the Capability Model and Career Pathway.
- Translate theory into practice through interactive content and real-world scenarios that prepare you for success as a talent development professional.
- Build practical skills in crucial talent development areas including training and facilitation, instructional design, and project management.
- Earn the ATD Talent Development Practitioner designation at the end of this assessment-based program that verifies your knowledge as a new TD professional

CREDITS

3.5 CEUs awarded

35 APTD Professional Development Hours or Recertification Points

35 CPTD Professional Development Hours or Recertification Points

35 General recertification credit hours towards PHR, SPHR, GPHR recertification through HRCI

35 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD

Practitioner in Talent Development Designation

 **Capability Areas:**

Training Delivery and Facilitation, Communication, Data and Analytics, Future Readiness, Lifelong Learning, Project Management, Instructional Design, Technology Application, My Career

 **Level:** Capable

 **Format:** Live Online, 35 hours; Face-to-Face, 5 days

 **Roles:** Training/ Talent Development Coordinator

Members Save \$300

REGISTER

TD Leader Course Suite

Gain the knowledge and skills you need to lead talent development teams and drive business impact.

WHY CHOOSE ATD FOR YOUR LEADERSHIP DEVELOPMENT?

Managers and leaders in talent development (TD) functions have unique responsibilities to the broader organization they serve, playing a pivotal role in shaping the success of others. They must work cross-functionally with different leaders and stakeholders to ensure L&D efforts are aligned to business priorities. The TD Leader Course Suite—backed by research from the Talent Development Capability Model™—is designed by L&D experts to help prepare leaders for the demands of managing and leading talent development teams today and in the future.

FOR NEW TALENT DEVELOPMENT MANAGERS	FOR EXPERIENCED TALENT DEVELOPMENT MANAGERS	FOR SENIOR MANAGERS AND ABOVE, READY FOR THE C-SUITE
Leading Talent Development Teams Certificate Acquire essential skills to expertly manage a talent development team. <u>Learn more on page 38.</u>	Strategic Leadership for Talent Development Certificate Step confidently into the role of a strategic learning leader. <u>Learn more on page 39.</u>	Talent Development Executive Certificate The premier course for rising talent development executives <u>Learn more on page 40.</u>

ATD Master Programs

Show employers and peers that you’re at the top of your game by earning an industry-recognized designation. These advanced, assessment-based programs blend proven theory with practical application to help you excel.

Join a dynamic cohort and an expert facilitator in a blended learning experience that combines self-paced online work with highly interactive live sessions—online or in person.

When you complete the program, you’ll also receive a complimentary certificate program* to continue your professional growth.

*See program pages for exclusions.



NEW

ATD Master AI Learning Architect™ Program

Prove your ability as a leader in AI for talent development. Apply your L&D expertise to guide and support a strategic, AI-enabled learning function.



Through this program, you will move beyond basic fluency to strategically apply AI across the learning and development function as a master practitioner and knowledgeable advocate. The Master AI Learning Architect Program is a facilitator-led, advanced credential for AI-literate talent development (TD) professionals ready to move beyond individual productivity and develop the skills to design, assess, and advocate for AI-enabled learning solutions.

This program invites you to combine your TD expertise with advanced AI knowledge to support your organization and help shape the role of L&D as AI adoption grows. Using a running case study, you will apply your knowledge to think strategically about how you, your L&D team, and your organization can use AI, not just for one-off workflows, but as a partner to achieve learning and business goals. The program is designed to help you build and demonstrate AI proficiency across four levels: individual, team, organization, and capstone—regardless of your role or level of formal authority.

WHY YOU SHOULD ATTEND

- Develop and demonstrate mastery of AI workflows and strategic guardrails to promote AI usage in your organization.
- Create a talent development AI suitability and integration playbook to influence organizational adoption of strategic, sustainable AI practices.
- Benefit from the role modeling, wisdom, and guidance of an ATD expert facilitator.
- Learn with and from a group of peers through application-based discussions and reflections.
- Earn the industry-recognized ATD Master AI Learning Architect designation and digital badge.
- Accelerate your pathway toward achieving the CPTD® certification.

To support ongoing professional development, ATD master program registration includes a complimentary course elective. Take the ATD certificate program of your choice following successful completion of your ATD master program. Exclusions apply.

DETAILS

- **Recognition:**
ATD Master Designation, Digital Badge
- **Capability Areas:**
Technology Application, Collaboration & Leadership, Instructional Design, Organizational Development & Culture
- **Level:**
Advanced
- **Format:**
Blended, 28 hours over 2 weeks
- **Roles:**
Independent Consultant, Learning Technologist, Instructional Designer

Members Save \$300

REGISTER

Pricing outside the United States varies. Please consult the individual program pages for additional details. The ATD Master Instructional Designer® Program is offered by the ATD Certification Institute.

PROGRAM COMPONENTS

- The AI-Augmented TD Workflow
- AI-Augmented Performance Analysis & Project Flow
- AI Quality Auditing & Red-Teaming
- Assessing Organizational AI Maturity
- The AI Business Case & Financial ROI
- Consolidating the Strategic Playbook
- Capstone Showcase & Tactical Roadmap

CREDITS

- 2.8 CEUs awarded
- 28 APTD® Professional Development Hours or Recertification Points
- 28 CPTD® Professional Development Hours or Recertification Points
- Satisfies full professional development eligibility requirement for APTD and CPTD
- 28 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 28 PDCs toward SHRM-CP and SHRM-SCP recertification

ATD Master Instructional Designer® Program

Prove your ability. Elevate your design. Develop effective learning solutions.

Evaluate real-world projects and work with expert facilitators to master the instructional design skills required to create impactful learning solutions.

The role of an instructional designer is evolving, expanding, and becoming more in demand than ever. Once seen as planners of learning events for typical classroom programs with a short set of defined tasks (such as analyzing needs, writing learning objectives, and evaluating learning programs), instructional designers now need an expanded skill set. These now-essential skills include business acumen, consultative approaches, design approaches based on learning sciences, and technological expertise. Designers must pivot between designing for multiple modalities such as face-to-face, e-learning, and virtual as well as implement learning solutions via multiple media streams such as e-learning modules, learning management systems, podcasts, mobile apps, videos, infographics, and animated shorts. Armed with a broader skill set, an instructional designer has the flexibility to be a jack-of-all-trades and a vital strategic resource for organizations.

WHY YOU SHOULD ATTEND

- Develop and demonstrate mastery of instructional design through a multipart, real-world project, including individualized feedback and analysis.
- Receive personalized feedback from your facilitator and peers.
- Accelerate your pathway toward achieving the APTD® or CPTD® certification.

To support ongoing professional development, ATD master program registration includes a complimentary course elective. Take the ATD certificate program of your choice following successful completion of your ATD master program. Exclusions apply.



DETAILS

- Recognition:**
ATD Master Designation, Digital Badge
- Capability Areas:**
Instructional Design, Performance Improvement, Learning Sciences, Talent Strategy and Management, Consulting and Business Partnering
- Level:**
Advanced
- Format:**
Blended, 28 hours over 8 weeks
- Roles:**
Instructional Designer, Independent Consultant, Learning Technologist

Members Save \$300

REGISTER

Pricing outside the United States varies. Please consult the individual program pages for additional details. The ATD Master Instructional Designer® Program is offered by the ATD Certification Institute.

PROGRAM COMPONENTS

- Week 1 (Self-Paced and Live Online):**
Introduction and Instructional Design Models
- Week 2 (Self-Paced):** Needs Assessment Approaches
- Week 3 (Self-Paced and Live Online):**
Objectives, Outcomes, and Design Decisions
- Week 4 (Self-Paced):** Collaboration and Visual Representations
- Week 5 (Self-Paced and Live Online):**
Formal and Informal Approaches
- Week 6 (Self-Paced):** Technology Alignment
- Week 7 (Self-Paced and Live Online):**
Quality Assurance
- Week 8 (Self-Paced):** Impact Measurement and Future Readiness

CREDITS

- 2.8 CEUs awarded
- 28 APTD® Professional Development Hours or Recertification Points
- 28 CPTD® Professional Development Hours or Recertification Points
- Satisfies full professional development eligibility requirement for APTD and CPTD
- 28 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 28 PDCs toward SHRM-CP and SHRM-SCP recertification

ATD Master Performance Consultant™ Program

Analyze performance gaps. Deliver effective solutions.
Foster exemplary performance.



Talent development professionals are often asked to design and deliver training to address performance issues in the workplace. But what if training isn't the answer? A performance consultant thinks of training as one of many options to solve performance problems. A performance consultant uses a systematic approach to find the root causes of performance gaps, then recommends and implements solutions to address those gaps. This advanced course gives you everything you need to master a performance consulting approach in your work and make a bigger impact in your organization.

Whether you hold the formal title of performance consultant or not, the skills you learn and focus on in this course will elevate your ability by giving you a systematic and reliable approach you can use on the job to address performance issues. You will have the opportunity to assess your capabilities against key performance consulting competency areas and roles to determine your strengths and development opportunities.

ATD has been a leader in human performance improvement (HPI) for more than 20 years, and ATD's Performance Consulting Model and the ATD Performance Consulting Framework are the foundation of this course. Gain practical experience applying proven tools and methodologies to real-world performance improvement situations.

WHY YOU SHOULD ATTEND

- Make a bigger impact in your role and elevate your status as a TD professional by learning the techniques and tools of a master performance consultant.
- Access ATD's Performance Consulting Model and Performance Consulting Framework, a step-by-step guide that takes you through the performance consulting process from beginning to end.
- Accelerate your pathway toward achieving the Associate Professional in Talent Development (APTD®) or Certified Professional in Talent Development (CPTD®) certification.

To support ongoing professional development, ATD master program registration includes a complimentary course elective. Take the ATD certificate program of your choice following successful completion of your ATD master program. Exclusions apply.

DETAILS

- **Recognition:**
ATD Master Designation, Digital Badge
- **Capability Areas:**
Consulting and Business Partnering, Change Management, Performance Improvement
- **Level:**
Advanced
- **Format:**
Blended, 28 hours over 8 weeks
- **Roles:**
Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

Pricing outside the United States varies. Please consult the individual program pages for additional details. The ATD Master Performance Consultant™ Program is offered by the ATD Certification Institute.

PROGRAM COMPONENTS

- Week 1 (Self-Paced and Live Online):** The Fundamentals of Performance Consulting
- Week 2 (Self-Paced):** Assessing the Need
- Week 3 (Self-Paced and Live Online):** Understanding the Issue
- Week 4 (Self-Paced):** Analyzing the Data
- Week 5 (Self-Paced and Live Online):** Presenting the Findings and Interpretation
- Week 6 (Self-Paced):** Developing and Implementing a Solution
- Week 7 (Self-Paced and Live Online):** Completing the Project and Evaluating the Results
- Week 8 (Self-Paced):** Putting It All Together

CREDITS

- 2.8 CEUs awarded
- 28 APTD® Professional Development Hours or Recertification Points
- 28 CPTD® Professional Development Hours or Recertification Points
- Satisfies full professional development eligibility requirement for APTD and CPTD
- 28 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 28 PDCs toward SHRM-CP and SHRM-SCP recertification

BESTSELLER

ATD Master Trainer® Program

Focused on practice and grounded in theory, prove your ability to deliver the most engaging and effective training solutions—in both the classroom and virtual environments.



The role of the trainer has evolved to include building consultative partnerships, demonstrating facilitation skills dependent on learner dynamics, and reporting on business metrics to validate the effectiveness of the learning solution. Aligned to the Talent Development Capability Model™, this renowned program covers the entire process of training delivery including purpose and assessment, decision making, planning and preparation, presentation and facilitation, performance and evaluation, and business metrics and reporting.

Engage with your cohort and facilitator to lift the conversation about training delivery to the master level, showcasing your ability to adapt to learner needs and be successful delivering in any modality (classroom, virtual, asynchronous, or a blend). Identify where you excel and where you have opportunities for growth. Benefit from a structured and collaborative learning experience and the opportunity to assess your knowledge and skills through discussion, practice, and skills demonstrations.

WHY YOU SHOULD ATTEND

- Develop and demonstrate mastery of training and facilitation through multiple practice deliveries, including individualized feedback and analysis.
- Receive personalized feedback from your facilitator and peers.
- Accelerate your pathway toward achieving the APTD® or CPTD® certification.

“I would absolutely recommend this program to a friend. It’s rare to make so much professional progress in such a short span of time, but the Master Trainer Program significantly impacted my skills.”

—JANE MAGNESS, ATD MASTER TRAINER PROGRAM

To support ongoing professional development, ATD master program registration includes a complimentary course elective. Take the ATD certificate program of your choice following successful completion of your ATD master program. Exclusions apply.

DETAILS

- **Recognition:**
ATD Master Designation, Digital Badge
- **Capability Areas:**
Training Delivery and Facilitation, Learning Sciences, Collaboration and Leadership, Communication, Instructional Design, Technology Application, My Career
- **Level:**
Advanced
- **Format:**
Blended, 28 hours over 8 weeks
- **Roles:**
Trainer/Facilitator, Talent Development Manager, Independent Consultant, Talent Development Director/Executive

Members Save \$300

REGISTER

Pricing outside the United States varies. Please consult the individual program pages for additional details. The ATD Master Trainer® Program is offered by the ATD Certification Institute.

PROGRAM COMPONENTS

- Week 1 (Self-Paced):** Purpose and Assessment
- Week 2 (Self-Paced):** Decision Making
- Week 3 (Self-Paced):** Planning and Preparation
- Week 4 (Face-to-Face or Live Online):** Presentation and Facilitation
- Week 5 (Self-Paced):** Performance and Evaluation
- Week 6 (Self-Paced):** Metrics and Reporting
- Week 7 and 8 (Self-Paced):** Final Learning Project

CREDITS

- 2.8 CEUs awarded
- 28 APTD® Professional Development Hours or Recertification Points
- 28 CPTD® Professional Development Hours or Recertification Points.
- Satisfies full professional development eligibility requirement for APTD and CPTD
- 28 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 28 PDCs toward SHRM-CP and SHRM-SCP recertification

ATD27 Is Coming to Boston!

ATD27 is landing in the city built on history, and we're ready to make some of our own. Bring your curiosity, your energy, and your biggest ideas.

Register for the world's largest L&D conference at atdconference.td.org.



**BOSTON
MAY 16-19**

ATD Certificate Programs

Led by expert facilitators, these comprehensive courses are offered live online or in person and emphasize hands-on learning through peer collaboration. Each program is designed to strengthen key roles in the talent development profession, providing practical skills, ready-to-use templates, and tools you can apply immediately on the job.

Course topics include:

- AI
- Career and Leadership Development
- Change Management
- Coaching
- Communication
- Consulting and Business Partnering
- Cultural Awareness and Inclusion
- Data Analytics
- Evaluating Impact
- Instructional Design
- Leadership
- Learning Sciences
- Project Management
- Performance Improvement
- Talent Strategy and Management
- Technology Application
- Training Delivery and Facilitation
- And more!



Browse all of ATD's Certificate Programs at td.org/certificates.

NEW

Applying AI in Learning & Development Certificate

Become an expert AI user and strategy leader.

Generative AI is reshaping the talent development field, and savvy practitioners need to understand its capabilities to use this transformational tool in their work. The Applying AI in Learning & Development Certificate program is an immersive, hands-on course that introduces you to the many uses of generative AI for learning and development and its role in performance support and data analytics. In this program, you'll benefit from learning from an AI expert at the forefront of AI adoption in learning and development.

WHY YOU SHOULD ATTEND

- Develop a deeper and practical understanding of how to leverage AI tools for business-relevant learning experiences.
- Explore what it takes to strategically implement AI in your organization.
- Discover the latest models and platforms.
- Streamline every phase of content development.
- Support performance with AI-powered chatbots, microlearning, and just-in-time content.

CREDITS

2.1 CEUs awarded
21 APTD® Recertification Points
21 CPTD® Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Performance Improvement, Talent Strategy and Management, Training Delivery and Facilitation, Future Readiness, Technology Application, AI

 **Level:** Capable

 **Format:**
Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:**
Independent Consultant, CTDO/CLO, Talent Development Director/Executive, Learning Technologist, Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

Creating Leadership Development Programs Certificate

Develop your future superstars.

Design and implement transformational leadership development programs that nurture high performers and prepare them to take on new roles within your organization. Take your leadership initiatives beyond individual training events and build the foundation for a holistic leadership development process that begins by laying the groundwork and partnering with senior executives.

WHY YOU SHOULD ATTEND

- Discover the components of planning, designing, and sustaining best-in-class leadership development programs.
- Directly align leadership development programs to your organization's culture, goals, vision, and mission.
- Review the latest research and trends on leadership development and compare best practices against your organization's current approach.

CREDITS

1.4 CEUs awarded
14 APTD® Professional Development Hours or Recertification Points
14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Consulting and Business Partnering, Talent Strategy and Management, Career and Leadership Development, Management Development

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:**
Independent Consultant, Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

Change Management Certificate

Become a change leader, facilitator, and communicator.

The ATD Change Management Certificate explores the process of facilitating organizational change and introduces the ATD CHANGE model, a strategic and tactical tool to guide you through the process of leading and influencing change. The program starts with a deep dive into the science of change to understand why change can be hard on both people and organizations. We then move on to the principles and stages of the ATD CHANGE model, grounded in theory and best practices but designed specifically to meet the needs of the TD field. Using a case study and working with an expert facilitator and your peers, you'll have the chance to apply each stage of the model to a real-world, TD scenario. Armed with a step-by-step approach and plenty of supporting tools and resources, you will leave the program ready to become a change leader who is prepared to navigate the personal and organizational dynamics of change in today's work environment.

WHY YOU SHOULD ATTEND

- Become a trusted resource ready to facilitate all stages of a change initiative in your organization.
- Drive meaningful organizational change using the latest change management and project management resources and tools to increase speed, efficiency, and overall success.
- Plan and prepare change projects by assessing change needs and organizational readiness, building a change team, and forming a change plan.

CREDITS

1.4 CEUs awarded	14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification
14 CPTD® Professional Development Hours or Recertification Points	14 Instructional Hours through The Association for Change Management Professionals (ACMP).

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Change Management

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** HR/OD Professional, Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

BESTSELLER Coaching Certificate

Help others develop, take action, and reach their goals.

Evidence shows that coaching for individuals, teams, and organizations is a powerful development tool that leads to positive change and results. Earning the ATD Coaching Certificate improves your ability to help the people you coach develop rapidly, produce better results, improve their ability to achieve goals, and take action.

During this program, you will come to better understand yourself in the role of coach, uncovering your biases, strengths, and areas of development, so that you may refine your coaching approach for increased impact. The focus of this course is on practice, allowing you to quickly incorporate theories, models, and processes into your coaching conversations while receiving real-time feedback from your peers and an expert facilitator.

WHY YOU SHOULD ATTEND

- Practice core coaching competencies, skills, and strategies and hone your ability to apply them to coaching conversations.
- Refine your coaching approach by recognizing and evaluating factors that impact client engagements.
- Use the ATD Coaching Model to develop and maintain effective coaching plans with those whom you coach.

CREDITS

2.1 CEUs awarded	21 PDCs toward SHRM-CP and SHRM-SCP recertification
21 APTD® Professional Development Hours or Recertification Points	17 Core Competency Units and 3 Resource Development Units toward International Coach Federation certification and recertification
21 CPTD® Professional Development Hours or Recertification Points	
21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI	



“I gained a more thorough understanding of coaching according to ATD’s standards. The training program provided me with the necessary information I needed to achieve my goal of having a well-rounded view of coaching standards.

—SHAVONNE MORAIN, COACHING CERTIFICATE

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Coaching

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Coach, Independent Consultant, People Manager

Members Save \$300

REGISTER

Writing for Instructional Design and Training Certificate

Improve the quality of your learning programs through clear, engaging writing.

As a talent development professional, writing is a core part of your job. To communicate effectively with stakeholders and learners, develop high-quality training materials, and facilitate learning, your writing needs to be persuasive, clear, and engaging.

Discover how to use writing techniques to articulate desired training outcomes in this instructional design writing certificate. Through hands-on practice and scenarios specific to talent development, learn how to write to clarify, simplify, illuminate, and explain. Find out how to use tone, point of view, and personality to keep your audience actively engaged. Become skilled at organizing and formatting your writing to enhance understanding and reduce cognitive load.

WHY YOU SHOULD ATTEND

- Produce quality content faster, improving your learning programs through effective writing techniques.
- Tailor writing to engage your audience with the right tone, point of view, and personality.
- Reduce learners’ cognitive loads through well-organized and beautifully formatted documents.

CREDITS

1.4 CEUs awarded
14 APTD® Professional Development Hours or Recertification Points
14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Communication, Instructional Design

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

Consulting Skills Certificate

Build your credibility as a trusted consultant.

ATD’s Consulting Skills Certificate provides you with a five-phase consulting model—rooted in a performance-based approach that prioritizes results over activities—that you can use to diagnose needs, establish goals, and achieve desired performance outcomes for your learning projects.

Together with an expert facilitator and a class of your peers, you will explore how to be successful as a consultant. Collaborating in small groups, you will follow a case study from start to finish, apply skills from each phase of the consulting model to practice consulting scenarios, solve problems, role-play meetings, try out checklists, and practice making decisions consultants make every day.

WHY YOU SHOULD ATTEND

- Move from order taker to true business partner by applying an ATD-exclusive model, techniques, and tools to successfully consult with organizations to implement talent development projects.
- Maximize success strategies with internal and external clients, including working across organizational boundaries, providing feedback to senior leaders, and gaining buy-in.
- Evaluate your baseline consulting skills, and identify your developmental needs as a consultant.

CREDITS

1.4 CEUs awarded
14 APTD® Professional Development Hours or Recertification Points
14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Consulting and Business Partnering, Collaboration and Leadership, Future Readiness, My Career

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Independent Consultant, Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER



DEI in Talent Development Certificate

Foster and develop a diverse, equitable, and inclusive workforce.

Throughout this course, you will explore key themes and concepts encompassing many facets of diversity, equity, and inclusion (DEI) and discover the tools necessary to support DEI through your role as a talent development practitioner. In alignment with the Talent Development Capability Model™, you will examine your organizational impact from three unique perspectives—personal, professional, and organizational—and identify strategies to expand your mindset, practices, and influence.

WHY YOU SHOULD ATTEND

- Feel empowered to develop and lead others in a diverse, inclusive, and equitable manner.
- Gain the knowledge, resources, and tools you or your team needs to integrate DEI into your talent development efforts.
- Optimize your talent, drive meaningful change, and strengthen your workforce and your workplace.

CREDITS

2.1 CEUs awarded

21 APTD® Recertification Points

21 CPTD® Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

21 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Cultural Awareness and Inclusion

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Talent Development Manager, Instructional Designer, Trainer/Facilitator, Independent Consultant, Talent Development Director/Executive

Members Save \$300

REGISTER

Measuring Return on Investment Certificate

Use ROI to demonstrate the real value of talent development.

During this certificate program, you will learn to demonstrate and communicate with credibility the impact and ROI of your initiatives using the globally recognized ROI Methodology, developed by the ROI Institute, Inc. The ROI Methodology offers a comprehensive, systematic approach to demonstrating value for money invested in all programs, projects, and initiatives. Learn and practice techniques to isolate the direct effects of your programs to improve business measures, convert impact measures to money, identify important intangibles, and calculate ROI. Uncover how to use this data to communicate the need for and make better decisions about talent development investments to improve organization performance. As a participant of this course, you will get a free e-book, *ROI Basics, 2nd Edition*.

WHY YOU SHOULD ATTEND

- Be able to apply the ROI Methodology end-to-end back on the job to measure the impact of your talent and organization development solutions.
- Link your talent development program objectives to business results to gain visibility, credibility, and future investment from senior leadership.
- Work through a complete evaluation plan in the course for one of your own programs, with guidance from expert facilitators who are true evaluation practitioners.

CREDITS

1.4 CEUs awarded

14 APTD® Professional Development Hours or Recertification Points

14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Data and Analytics, Organization Development and Culture, Instructional Design, Evaluating Impact

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 Days

 **Roles:** HR/OD Professional, Independent Consultant, Talent Development Manager

Members Save \$300

REGISTER



“The curriculum is phenomenal, but the “truly transformational” comes from our facilitator. She cracked open my thinking around DEI in personal, professional, and organizational measurable change. I’m ready to be a change agent and grateful for this invaluable training.”

—BECKY NUSBAUM, DEI IN TALENT DEVELOPMENT CERTIFICATE

Evaluating Learning Impact Certificate

Demonstrate the results of your talent development investments.

Learn the basics of evaluation design, including how to select appropriate strategies and measurement tools, how to collect and analyze data to show the value of investments, and how to establish and communicate evidence to demonstrate the effectiveness of your learning, development, or human resource initiatives. This evidence may include measures of how participants reacted to, learned from, and applied what they learned and how such evidence impacts targeted organization business goals.

WHY YOU SHOULD ATTEND

- Develop a solid foundation to measure the success of any talent development program or solution.
- Help your organization shift from activity-based to results-based talent development programs.
- Build a credible business case to stakeholders and leaders for learning investment, and, ideally, increased evaluation in your organization.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours
21 APTD® Professional Development Hours or Recertification Points	toward PHR, SPHR, and GPHR recertification through HRCI
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Data and Analytics, Evaluating Impact, Instructional Design

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Instructional Designer, Learning Technologist, Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

Blended Learning Certificate

Go beyond traditional classroom learning.

The Blended Learning Certificate provides you with a holistic introduction to blended learning, exploring a mix of delivery methods and tools so that you can use to reach your learners where, when, and how they are ready to learn. In this hands-on, collaborative course, you'll gain the tools and knowledge to design, implement, and optimize blended learning programs. From understanding business goals and learning objectives and aligning them with the appropriate delivery methods to assessing outcomes and selecting the right digital tools, this course provides actionable insights at every stage of the process. You'll enhance your ability to apply blended learning models on the job.

WHY YOU SHOULD ATTEND

- Learn best practices for selecting and using the appropriate mix of learning methods and technologies to align to your program's learning objectives.
- Design a complete blended learning program using an ATD-exclusive process and templates.
- Receive a complimentary on-demand course, Writing Learning Objectives, to supplement your learning.

CREDITS

1.4 CEUs awarded	14 General recertification credit hours
14 APTD® Professional Development Hours or Recertification Points	toward PHR, SPHR, and GPHR recertification through HRCI
14 CPTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Consulting and Business Partnering, Instructional Design

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

Designing Training Videos Certificate

Design training videos that promote engagement, learning, and knowledge transfer.

Drawing on both video psychology and learning theory, the course takes you through a step-by-step planning process for structuring learner-centered videos. As part of the experience, you will design and prepare a video for production and a rough cut for viewing. You will explore how video works as a modality—applying techniques to keep viewers’ attention, ensuring your message is quick and easy to understand, and finding ways to structure content so it’s easy to remember. You will learn visual storytelling skills and how to write video scripts. This program focuses on the design considerations for creating training videos. If you are interested in the actual creation and production of video, consider enrolling in the [Filming & Editing Training Videos Certificate](#). These two programs are complementary and, in combination, cover the complete video creation process.

WHY YOU SHOULD ATTEND

- Add video design skills to your instructional design and facilitation toolkit.
- Design training videos that promote effective learning and maximize knowledge transfer.
- Apply techniques from film and television best practices to engage the viewer.
- Leverage video skills to reach dispersed audiences, scale communication, and show instead of tell important concepts in learning experiences.

CREDITS

1.4 CEUs awarded
14 APTD® Recertification Points
14 CPTD® Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Learning Sciences, Instructional Design

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Learning Technologist, Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

BESTSELLER E-Learning Instructional Design Certificate

Great e-learning starts with great instructional design.

Self-paced e-learning can be deployed in a variety of ways—from full courses to performance support opportunities to blended learning experiences. Regardless of how you use e-learning, intentional and thoughtful instructional design is an essential element. Well-designed e-learning courses and modules engage learners and enable them to acquire and apply new knowledge and skills.

This course covers the entire instructional design process from start to finish and shows you how to apply that process to e-learning projects. Under the guidance of an experienced facilitator, you’ll have the chance to focus on and practice critical e-learning course creation tasks.

WHY YOU SHOULD ATTEND

- Explore ways to present, structure, and sequence e-learning content that is learner-centric, engaging, and impactful.
- Use design thinking and rapid prototyping to minimize rework and accelerate your e-learning project.
- Gain access to a collection of more than 20 templates and tools you can use immediately on the job.

CREDITS

2.1 CEUs awarded
21 APTD® Professional Development Hours or Recertification Points
21 CPTD® Professional Development Hours or Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Instructional Design, Technology Application

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Learning Technologist, Instructional Designer

Members Save \$300

REGISTER

BESTSELLER

Instructional Design Certificate

Leverage exclusive ATD templates and tools to develop the most powerful, bottom-line focused learning.

In the Instructional Design Certificate course, you'll gain access to all the approaches, design models, and tools you need to create meaningful learning events. The program consists of 10 modules that address all aspects of the instructional design process in detail: assessing organizational needs, designing the learning experience, developing materials, and evaluating effectiveness—giving you a complete playbook for how to create training programs. As you go through the course, you'll practice each step of the design process—getting guidance and feedback along the way.

WHY YOU SHOULD ATTEND

- Explore the breadth of the instructional design process from start to finish.
- Address common challenges such as engagement, motivation, and retention through good design.
- Gain access to a collection of more than 20 templates and tools you can use in your practice.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Instructional Design, Learning Sciences, Performance Improvement

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Instructional Designer

Members Save \$300

REGISTER

Instructional Design for Government Professionals Certificate

Build mission-driven learning to boost public sector performance.

Design and develop high-impact training using learning engineering principles tailored for government settings. Apply proven instructional design models, practical templates, and a feedback process to create effective learning that drives change. Across 11 modules, you will master the full instructional design lifecycle: assessing agency training needs, designing for knowledge, skill and attitudinal development, developing accessible, scalable learning materials that integrate technology and policy requirements, and implementing and evaluating training impact.

WHY YOU SHOULD ATTEND

- Adapt the full instructional design process—from needs assessment to evaluation—to meet the needs of public sector learning priorities.
- Address common government training challenges, such as employee engagement, policy compliance, and knowledge retention, with proven instructional design strategies.
- Gain access to ready-to-use templates and tools tailored for agency training programs and government workforce development.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Instructional Design

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Talent Development Director/Executive, Learning Technologist, HR/OD Professional, Instructional Designer

Members Save \$300

REGISTER

Microlearning Certificate

Use bite-sized learning for employee development.

This certificate program guides you through the entire process of designing, creating, and promoting a microlearning program using the exclusive MicroLearning Design Model (MILE). You will define microlearning, review current trends, determine the appropriate contexts for its use, and learn how to turn videos, blogs, infographics, e-learning activities, and more into effective microlearning resources. We will analyze successful microlearning examples, including those created without a Learning Management System (LMS), taking away ideas for our own future programs.

WHY YOU SHOULD ATTEND

- Find out when and how to use microlearning to implement your learning strategy.
- Practice applying the MILE model to design and develop a microlearning resource.
- Deliver timely talent development solutions that meet the demands of today’s fast-paced business environment.

CREDITS

1.4 CEUs awarded	14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Professional Development Hours or Recertification Points	
14 CPTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Knowledge Management, Instructional Design, Technology Application

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Instructional Designer, Trainer/Facilitator, Learning Technologist

Members Save \$300

REGISTER

Needs Assessment Certificate

Identify individual and organizational performance needs before developing effective solutions.

In this practical course, learn a systematic approach for a comprehensive needs assessment process that equips you to confidently address training requests, ask deeper questions, and suggest alternatives when training isn’t the solution. Learn everything you need to conduct a through needs assessment, including what data to collect, how to collect it, how to gain buy-in for findings, how to navigate stakeholder resistance, and how to effectively transition to project initiation and implementation.

WHY YOU SHOULD ATTEND

- Align talent development solutions with business outcomes to maximize impact, increase your professional competence, and ensure you are a valued partner to your organization.
- Discover ways to confirm whether business issues or performance gaps are due to a lack of knowledge or skill or other factors.
- Confront stakeholder resistance with confidence by adding clarity to your approaches for reporting findings and recommendations.

CREDITS

1.4 CEUs awarded	14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Professional Development Hours or Recertification Points	
14 CPTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification



“Personally, I came here with a set of goals. But I’m leaving with a mission...a purpose. I am deeply appreciative to have had the opportunity to participate in this program.”

—GEORGIA INNISS, NEEDS ASSESSMENT CERTIFICATE

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Consulting and Business Partnering, Organization Development and Culture, Instructional Design, Evaluating Impact

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** HR/OD Professional, Instructional Designer

Members Save \$300

REGISTER

Virtual Instructional Design Certificate

Design engaging training for the virtual classroom.

An effective instructional design process follows a system of assessing needs, designing a process, developing materials, and evaluating effectiveness. Creating programs for a virtual platform is no different. Core instructional design fundamentals require analysis and selection of the most appropriate strategies, methodologies, and technologies to maximize the learning experience and knowledge transfer—whether you are converting a face-to-face classroom course or designing for a virtual delivery from the beginning.

WHY YOU SHOULD ATTEND

- Cover actionable best practices for virtual instructional design and gain access to a collection of more than 20 tools and templates you can use in your own practice.
- Apply your new knowledge and skills on an authentic learning project for virtual instruction, and receive feedback from an ATD expert facilitator.
- Create a personal action plan to hold yourself accountable for applying what you have learned.

CREDITS

2.1 CEUs awarded

21 APTD® Professional Development Hours or Recertification Points

21 CPTD® Professional Development Hours or Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Instructional Design

 **Level:** Capable

 **Format:** Live Online, 21 hours

 **Roles:**
Instructional Designer, Trainer/Facilitator, Professor/Educator

Members Save \$300

REGISTER

Managing the Learning Function Certificate

Optimize the learning function to meet business needs.

This comprehensive certificate program gives you the tools to lead or support a learning function, so it runs like a high-impact business unit, not just a catalog of courses. As organizations expect a measurable return on every investment, learning leaders are increasingly accountable not only for what their teams teach, but for how the function itself is planned, resourced, and run. This program builds the strategic and operational skills to meet that expectation with confidence.

Throughout, you'll practice making data-informed decisions that improve performance and demonstrate value, connecting learning activity to business results and communicating that impact to senior stakeholders. You'll leave better equipped to build a learning function that is strategically aligned, operationally sound, and able to demonstrate its value to the organization.

WHY YOU SHOULD ATTEND

- Get empowered to partner with business leaders and advocate for learning as a catalyst for performance improvement.
- Develop a long-range road map for learning initiatives to implement the vision, understand what drives business, and show how talent development can best add value.
- Run talent development like a business. Convert strategies into real-world action plans, develop budgets, and understand staffing and resource deployment.

CREDITS

2.1 CEUs awarded

21 APTD® Professional Development Hours or Recertification Points

21 CPTD® Professional Development Hours or Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

21 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Consulting and Business Partnering, Emotional Intelligence and Decision-Making, Organization Development and Culture, Managing the Learning Function

 **Level:** Capable

 **Format:**
Face-to-Face, 3 Days

 **Roles:** HR/OD Professional, Talent Development Manager

Members Save \$300

REGISTER

Strategic Leadership for Talent Development Certificate

Formerly Leading in Talent Development Certificate

Step confidently into the role of a strategic learning leader.

This certificate is designed for professionals like you, who are ready to transition from managing tasks, processes, and learning projects to leading others and advancing the business through talent development.

This program will equip you with leadership skills, practical tools, and business acumen needed to lead with greater influence and effectiveness. Throughout the course, you will identify and refine your leadership style, enhance your ability to guide team development, and strengthen your capacity to drive results as a strategic partner to the business.

WHY YOU SHOULD ATTEND

- Understand the leadership mindset, strategies, and skills to operate as a partner, driving business outcomes through learning.
- Learn how to communicate and influence your team and key stakeholders.
- Use systems thinking to connect business goals to learning strategy.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Management Development, Collaboration & Leadership, Managing the Learning Function

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 Days

 **Roles:** People Manager, Talent Development Director/Executive, Talent Development Manager

Members Save \$300

REGISTER

Leading Talent Development Teams Certificate

Formerly Managing in Talent Development Certificate

Acquire essential skills to expertly manage a talent development team.

Have you recently stepped into a management role for the first time? Developed specifically for emerging talent development managers, this certificate program is designed to equip you with the essential knowledge and actionable skills needed to navigate the transition from individual contributor to manager.

Build your confidence by mastering the core competencies every new manager needs—delegating tasks, managing team dynamics, optimizing performance, and setting goals that align to business strategy—and applying those skills specifically to real-world talent development scenarios.

WHY YOU SHOULD ATTEND

- Accelerate your transition into your new management role by adopting purposeful leadership.
- Acquire essential tools and insights to thrive in your evolving position.
- Develop strategies to optimize your team’s performance and broaden your influence throughout your organization.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Management Development

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Training/ Talent Development Coordinator

Members Save \$300

REGISTER



NEW

Talent Development Executive Certificate

The premier course for rising talent development executives.

Conceptualized and co-offered by Penn GSE and ATD, this groundbreaking executive development program prepares senior-level professionals in talent and workplace learning with the vision, mindset, and skills to maximize impact and lead their organizations successfully into the future.

WHY YOU SHOULD ATTEND

- Lead the TD function using leadership skills and effective communication.
- Align TD initiatives with overall business strategy and organizational needs.
- Develop, communicate, and execute a talent strategy that aligns with the overall business strategy.
- Optimize learning outcomes through science-based, learner-focused program design and evaluation.
- Integrate and manage learning technologies to enhance efficiency and support business goals.
- Implement knowledge management strategies to improve performance and achieve business outcomes.

CREDITS

5.7* CEUs awarded
50 APTD® Professional Development Hours or Recertification Points
50 CPTD® Professional Development Hours or Recertification Points

57 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
57 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

Recognition: Talent Development Executive Certificate digital badge

Format: Blended, Live Online; Optional In-Person Event. Five months; 20 weeks

Learning Hours: 57 total hours; includes a two-hour live online session per week and additional asynchronous coursework

Members Save \$1,275

REGISTER

Adult Learning Certificate

The foundational course for those who teach and develop lifelong learners.

This comprehensive certificate program introduces key adult learning and cognitive science theories and demonstrates how instructional designers, facilitators, subject matter experts who train, and other practitioners can put them into practice to maximize learning impact. With this critical knowledge at your fingertips, you'll be able to use adult learning principles to inform all aspects of your education and training initiatives, from needs assessments to developing learning content to engaging and motivating participants in and outside of the classroom. You will explore how the adult brain works, including information processing, cognitive load, and communication theories and how these can be deployed in a learning setting.

WHY YOU SHOULD ATTEND

- Gain a comprehensive understanding of applying adult learning \and cognitive science theory to help you improve your talent development efforts.
- See adult learning principles in action through ATD expert facilitation and course design and activities.
- Apply your learning through case studies, reflections, peer collaboration, and a personalized project.

CREDITS

1.4 CEUs awarded
14 APTD® Professional Development Hours or Recertification Points
14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Learning Sciences, Instructional Design, Training Delivery and Facilitation

Level: Capable

Format: Live Online, 14 hours; Face-to-Face, 2 days

Roles: Trainer/Facilitator, Professor/Educator, Instructional Designer, Training/Talent Development Coordinator, Talent Development Manager, Independent Consultant

Members Save \$300

REGISTER

Human Performance Improvement Certificate

Enhance performance with a systematic and results-based approach, driven by business needs.

With this foundation in HPI, you can begin to take your TD work beyond learning and development projects to operate as a strategic partner with your organization to identify solutions that improve business outcomes (like reducing costs, saving time, and increasing customer satisfaction). Knowledge and skills gaps account for only a small portion of performance-related issues in the workplace. This program will help you identify other potential performance enablers, such as motivation, managerial support, technology, resources, organizational structure, and processes. Leaving these factors out of your solutions could mean you are minimizing your potential impact by creating programs that don't truly address the root of the problem.

WHY YOU SHOULD ATTEND

- Take the first step to becoming a performance consultant by building a foundation in HPI principles.
- Discover a step-by-step, systematic process to determine performance gaps, and create solutions to address those gaps.
- Learn to better analyze organizational needs so that you can propose solutions that go beyond training as a one-size-fits-all approach.

CREDITS

1.4 CEUs awarded

14 APTD® Professional Development Hours or Recertification Points

14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Change Management, Talent Strategy and Management, Performance Improvement

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Independent Consultant, HR/OD Professional, Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

Project Management Certificate

Run your learning projects efficiently and with greater impact.

Regardless of the type, every learning project needs a strong project manager who is skilled in developing and managing timelines and budgets, setting priorities, minimizing risks, and gathering stakeholder input. The benefit of this certificate program is that it introduces you to core project management skills and shows you how to apply those skills specifically to a TD environment through examples and hands-on activities. As a result, you'll be able to manage learning projects more efficiently through systematic, repeatable, and adaptable processes tailored to our field.

WHY YOU SHOULD ATTEND

- Learn established project management approaches and how you can apply them to a TD context.
- Become a skilled project manager who can take on and manage any learning project with ease.
- Practice project management tasks throughout the program and get proven techniques to stay ahead of and quickly resolve issues when managing projects.

CREDITS

1.4 CEUs awarded

14 APTD® Recertification Points

14 CPTD® Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Project Management

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Talent Development Manager, Trainer/Facilitator, Instructional Designer, Independent Consultant

Members Save \$300

REGISTER



Integrated Talent Management Certificate

Match your talent strategy to your organizational objectives.

In this hands-on talent management program, you will uncover the practices essential to achieving an integrated talent management approach—no matter your organization’s size. Key areas of consideration include the employee life cycle phases of workforce planning, talent acquisition, engagement and retention, succession planning, rewards and compensation, learning and development, and performance management. Leave the program with a blueprint to align your human capital processes with organizational strategy—ensuring you have the right talent with the right skills ready to achieve your business goals.

WHY YOU SHOULD ATTEND

- Build a road map for an integrated talent strategy that will prepare your organization for success today and in the future.
- Learn from the approaches of best-in-class organizations, your expert facilitator, and your colleagues in the course.
- Be empowered with the tools you need to facilitate the strategic development of talent to support organizational needs.

CREDITS

1.4 CEUs awarded

14 APTD® Professional Development Hours or Recertification Points

14 CPTD® Professional Development Hours or Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

14 PDCs toward SHRM-CP and SHRM-SCP recertification



“This was a phenomenal program and I would recommend it from the perspective of any practitioner venturing into the industry of talent management.”

—JESSICA THOMPSON,
INTEGRATED TALENT MANAGEMENT CERTIFICATE

DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Organizational Development and Culture, Talent Strategy and Management

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Talent Development Director/Executive, HR/OD Professional, Instructional Designer, Talent Development Manager

Members Save \$300

REGISTER

Articulate Rise Certificate

Develop engaging e-learning that interacts with all audiences and devices.

Talent development professionals rely on e-learning solutions to reach employees with fast-paced schedules on their own time. Articulate Rise 360 is a simple, flexible platform that makes it easy for any TD professional, regardless of technical ability, to create and publish e-learning content. The ATD Articulate Rise Certificate program gets you up to speed quickly on how to use the tool to author your content. Unlike other tutorials, ATD’s certificate was developed and is facilitated by industry-leading e-learning experts in the TD field who understand your audience. During the course, you will learn how to use Articulate Rise through hands-on practice developing your own example course, incorporating text, images, video, audio, quizzes, and interactive activities. *Participants will need access to Rise 360 for the program.*

WHY YOU SHOULD ATTEND

- Develop beautiful, engaging e-learning experiences with text and images, audio and video, and interactions and quizzes.
- Fast-track your e-learning authoring skills by learning this industry-standard tool in less time than you would on your own.
- Leave equipped to build a complete course from start to finish using Articulate Rise’s major features.

CREDITS

0.7 CEUs awarded

7 APTD® Recertification Points

7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Technology Application

 **Level:** Capable

 **Format:** Live Online, 7 hours; Face-to-Face, 1 day

 **Roles:** Independent Consultant, Instructional Designer, Training/Talent Development Coordinator, Trainer/Facilitator

Members Save \$300

REGISTER

Articulate Storyline Certificate

Create interactive, engaging e-learning content for talent development.

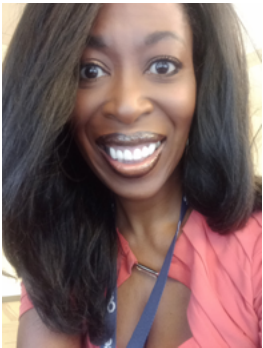
E-learning content can support a variety of talent development initiatives, from microlearning content to full-scale employee training courses. Knowing how to author your own e-learning content not only makes your job easier, but also helps you stand out among your peers. This course will show you how to use Articulate Storyline to create innovative, interactive e-learning content for all of your talent development needs.

WHY YOU SHOULD ATTEND

- Uncover the full range of Storyline’s robust features, from basic to advanced, through hands-on practice and feedback.
- Work directly with an expert facilitator to adapt the tool for your needs and get your questions answered.
- Leave equipped to build a complete course from start to finish using Storyline’s major features.

CREDITS

1.4 CEUs awarded	14 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Recertification Points	
14 CPTD® Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification



“I thought I was pretty good with Articulate; however, after taking the class with Diane Elkins, she was able to help me connect the dots. I am a freakin ‘SUPER HERO’ now. I am so happy, this will take my instructional designer skills to a whole other level.”

—KATHLEEN GAY, ARTICULATE STORYLINE CERTIFICATE

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Technology Application

Level: Capable

Format: Live Online, 14 hours; Face-to-Face, 2 days

Roles: Learning Technologist, Instructional Designer

Members Save \$300

REGISTER

Articulate Storyline: Advanced Techniques Certificate

Bring e-learning to life with gamification, animation, and interactive design.

Ready to take your authoring skills beyond the basics? The Articulate Storyline: Advanced Techniques Certificate program is designed for experienced users looking to create more dynamic, personalized, and meaningful e-learning experiences.

You’ll explore how to build skill-based, realistic learning scenarios using branching, variables, and advanced quizzing techniques. Discover how to elevate visual design and learner engagement using motion paths, states, layers, and gamification tools. You’ll also learn how to expand Storyline’s capabilities with JavaScript and built-in AI features to further enhance your instructional design.

WHY YOU SHOULD ATTEND

- Work smarter by mastering skills that speed up your workflow—like templates, themes, and Storyline’s AI assistant.
- Boost interactivity and engagement by leveraging JavaScript, accessibility tools, motion paths, gamification, and more.
- Strengthen your portfolio and stand out as a skilled, forward-thinking e-learning professional.

CREDITS

1.4 CEUs awarded	14 HR General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Professional Development Hours or Recertification Points	
14 CPTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Technology Application

Level: Capable

Format: Live Online, 14 hours; Face-to-Face, 2 days

Roles: Independent Consultant, Talent Development Director/Executive, Learning Technologist, Training/Talent Development Coordinator, Trainer/Facilitator

Members Save \$300

REGISTER

Filming & Editing Training Videos Certificate

Gain the confidence to shoot and edit your own training videos.

This interactive program puts you in the role of videographer, empowering you to create quality media for your learning programs—on your own, quickly, and cost-effectively. The focus of this program is on video production, both filming and editing, using only a smartphone and freely available editing software. Learn to frame and capture crisp footage, make it flow, and edit content into a polished training video that maximizes learner engagement. This program focuses on the process of creating and producing training videos. If you are interested in the design of training videos, consider enrolling in the [Designing Training Videos Certificate](#). These two programs are complementary and, in combination, cover the complete video creation process.

WHY YOU SHOULD ATTEND

- Create professional-quality video assets to support your training and workplace learning initiatives.
- Gain practical video production skills that can be immediately applied to your own projects.
- Use proven techniques and an efficient process to film, review, and edit video footage.
- Save budget and time by eliminating the need to outsource video production.

CREDITS

1.4 CEUs awarded
14 APTD® Recertification Points
14 CPTD® Recertification Points

14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Learning Sciences, Technology Application

 **Level:** Capable

 **Format:** Live Online, 14 hours; Face-to-Face, 2 days

 **Roles:** Learning Technologist, Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

Advanced Facilitation Skills Certificate

Lead focused, engaging, and results-driven meetings, strategic discussions, and learning events.

This Advanced Facilitation Skills course is designed to further develop the skills of experienced facilitators and expand their impact in training environments and beyond.

Explore advanced topics like reading and responding to group energy, mastering non-verbal communication, navigating resistance and ambiguity, and working fluidly with diverse perspectives. Through a blend of practice, reflection, and feedback, you will deepen your facilitation presence, expand your range, and broaden your toolkit.

WHY YOU SHOULD ATTEND

- Facilitate skillfully across diverse settings to enable problem solving and foster engagement.
- Refine your presence and personal facilitation style to lead with greater clarity, authenticity, and confidence.
- Deepen your expertise through highly practical, experiential learning, and personalized feedback that sharpens both mindset and technique.

CREDITS

2.1 CEUs awarded
21 APTD® Professional Development Hours or Recertification Points
21 CPTD® Professional Development Hours or Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Training Delivery and Facilitation, Communication

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Independent Consultant, Trainer/Facilitator

Members Save \$300

REGISTER

New Employee Onboarding Certificate

Develop for high performance from the start with successful new employee onboarding.

In this program, you'll learn everything you need to create effective onboarding programs that align with organizational goals and build engagement with your new hires even before they start on their first day. Using ATD's 5R model of employee onboarding, you'll learn to successfully navigate the review, recruitment, role clarity, relationship building, and results phases of onboarding.

WHY YOU SHOULD ATTEND

- Learn how to develop an onboarding program, from business case to implementation, at your organization.
- Refresh the content of an existing onboarding program.
- Improve employee engagement by providing tools for successful new hire integration.

CREDITS

1.4 CEUs awarded	14 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
14 APTD® Professional Development Hours or Recertification Points	
14 CPTD® Professional Development Hours or Recertification Points	14 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Training Delivery and Facilitation, Collaboration and Leadership

 **Level:** Capable

 **Format:** Face-to-Face, 2 days

 **Roles:** HR/OD Professional, Instructional Designer

Members Save \$300

REGISTER

BESTSELLER Training & Facilitation Certificate

Experience the premier train-the-trainer course.

This training certificate course covers the entire end-to-end training cycle, including planning and preparing a training event, managing the learning environment and engaging participants in the classroom, and following up post-event to continue to support learning. We'll cover the science behind learning, and why and how learner needs and preferences, training techniques, classroom environment, and well-structured materials all affect learning outcomes. At the end of the course, you will have the opportunity to demonstrate your techniques in a skills training practice where you will receive feedback and guidance from peers and an ATD expert facilitator.

WHY YOU SHOULD ATTEND

- Get an overview of all phases of the training cycle from the planning phase through the evaluation phase.
- Leave with the knowledge and skills to become a participant-focused facilitator in any environment, from large-scale training events to meetings and presentations.
- Learn from an expert trainer and facilitator, who will demonstrate best practices in the classroom and receive personalized, actionable feedback.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification



“I would like to one day manage my own training program. This course gave me all of the pertinent info to design the course and maximize my impact in the classroom to start on that career path.”

—JARED NOLAN, TRAINING & FACILITATION CERTIFICATE

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Training Delivery and Facilitation, Performance Improvement

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Trainer/Facilitator

Members Save \$300

REGISTER

Training and Facilitation for Government Professionals Certificate

A train-the-trainer course designed specifically for public sector professionals.

Deepen your expertise in the training function and learn to adapt these skills for government learning environments.

Whether you are leading a civil service training program, planning tabletop staff exercises, facilitating a department workshop on regulatory compliance, detailing complex procurement processes, or contributing to new employee orientation, this program will help you become a learner-centric facilitator who recognizes and applies the skills of effective training regardless of your public sector role.

WHY YOU SHOULD ATTEND

- Gain a complete understanding of the full training cycle—from planning to evaluation—tailored specifically to the public sector’s unique demands.
- Harness the science of learning to create engaging sessions that make policy, procedure, compliance information and more, stick.
- Gain practical, learner-centered facilitation skills that are directly applicable to real-world public sector training.

CREDITS

2.1 CEUs awarded	21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
21 APTD® Professional Development Hours or Recertification Points	
21 CPTD® Professional Development Hours or Recertification Points	21 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Training Delivery and Facilitation

 **Level:** Capable

 **Format:** Live Online, 21 hours; Face-to-Face, 3 days

 **Roles:** Independent Consultant, Talent Development Director/Executive, HR/OD Professional, Training/Talent Development Coordinator, Trainer/Facilitator

Members Save \$300

REGISTER

Training Design and Delivery Certificate

Design accurately. Deliver flawlessly. Transform mindsets.

Are you ready to advance your career as a talent development professional? Get started with this fast-paced training design boot camp that will build your foundational skills in both instructional design and training and facilitation, all in one program.

The course kicks off with an overview of the ADDIE model for instructional design and then walks you through each phase of the design process. During the first half of the course, you will learn how to apply the model’s tools and principles using a human performance improvement approach.

The second half of the program introduces the training cycle. You will learn best practices and the latest techniques for each step of the cycle and have an opportunity to practice your facilitation skills and receive feedback.

WHY YOU SHOULD ATTEND

- Access two certificates in one and accelerate your learning! Material from ATD’s Instructional Design Certificate and Training & Facilitation Certificate are provided in this single five-day experience (instead of six).
- Build a foundation in core instructional design methods and activities: conducting a needs assessment, developing learning objectives, and evaluating the impact of your training initiatives.
- Apply effective facilitation techniques to engage participants, create an effective and positive learning environment, and manage classroom challenges.

CREDITS

3.5 CEUs awarded	35 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
35 APTD® Professional Development Hours or Recertification Points	
35 CPTD® Professional Development Hours or Recertification Points	35 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Learning Sciences, Training Delivery and Facilitation, Instructional Design, Evaluating Impact

 **Level:** Capable

 **Format:** Live Online, 35 hours; Face-to-Face, 5 days

 **Roles:** Instructional Designer, Trainer/Facilitator

Members Save \$300

REGISTER

BESTSELLER

Virtual Training
& Facilitation Certificate

Deliver meaningful training in the virtual classroom.

Training and facilitating in the virtual classroom requires planning and preparation if facilitators are to motivate and engage learners. A successful learner-focused event goes beyond an informational webinar and requires a facilitator to understand the learners’ needs and create a welcoming and inclusive virtual space.

Learn how to select learning methods and facilitate activities in a virtual environment that will keep learners engaged throughout the event and prepare them to apply what they have learned on the job. Explore techniques for building rapport and connecting with learners in the virtual environment.

WHY YOU SHOULD ATTEND

- Explore learning methods and engagement strategies for use in the virtual classroom and gain access to ATD-exclusive tools and templates to use in your own practice.
- Demonstrate your new skills, and receive feedback from an ATD expert facilitator.
- Create a personal action plan to hold yourself accountable for applying what you have learned.

CREDITS

2.1 CEUs awarded

21 APTD® Professional Development Hours or Recertification Points

21 CPTD® Professional Development Hours or Recertification Points

21 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI

21 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Training Delivery and Facilitation

 **Level:** Capable

 **Format:** Live Online, 21 hours

 **Roles:**
Instructional Designer, Trainer/Facilitator, Professor/Educator

Members Save \$300

REGISTER

Need Help Getting Started?

Speak to a Professional Development Specialist



Take advantage of ATD’s free resource to help you navigate learning options based on your goals, role, and industry. Whether you’re looking for advice on which credential is right for you or want to delve more deeply into all the education programs and offerings that ATD provides, our professional development specialists are available for complimentary consultations to help you make the most of you or your team’s learning opportunities.

Visit td.org/my-career-path or call 855.830.2783.

Discover Your Talent Development Career Pathway



TD is a complex field comprised of diverse roles; let ATD help you navigate the complexities and discover the best path with the Talent Development Career Pathways tool.

“Love this tool! As a department, there has been a great deal of conversation around career paths and concerns about limitations. This shows possibility.”

—ATD User

“I’m so excited to explore this as someone looking to transition [into TD] from higher ed.”

—ATD User

Explore the dynamic roles within the TD field and create your path forward today!
careerpathways.td.org

atd Association for
Talent Development

ATD Workshops

ATD Education Workshops are immersive, social learning experiences built on discovery and practical application. Each workshop delivers the equivalent of one full day in person or two virtual sessions, giving you focused, actionable insights.

Earn credits and a letter of completion as you strengthen your talent development strategies and apply new skills immediately. Join us and take your expertise to the next level!

Workshop topics include:

- AI
- Business Insight
- Communication
- Project Management
- And more!



Browse all of ATD’s Workshops at td.org/workshops.

NEW AI-Assisted Storyboarding

Turn raw source material into a production-ready storyboard for e-learning.

Subject-matter-expert (SME) material almost never arrives ready to teach. Instructional designers often spend hours turning interview transcripts, technical documentation, and dense content specs into learner-friendly screens. Without that step, unfiltered material gets pasted directly into e-learning storyboards, and the result is often dense and difficult to understand.

This workshop is organized around one guiding principle: Designer-in-the-Loop. AI drafts; the designer decides. You remain the content architect, making every instructional decision about what earns a screen, what learners need to see versus hear, where an AI draft is instructionally wrong, and which feedback is useful versus merely descriptive. AI never makes the instructional call; it generates drafts that you accept, reject, or revise against explicit criteria.

WHY YOU SHOULD ATTEND

- Leave with a polished e-learning storyboard built from real source material and your own instructional design specifications.
- Gain a reusable Storyboard Template Package that makes every future storyboard faster and more consistent.
- Cut hand-formatting time dramatically while improving consistency and speed.
- Learn skills that transfer to any authoring tool—your four-column storyboard is fully portable, not locked to one vendor.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Instructional Design, Technology Application, AI

 **Level:** Informed

 **Format:** Live
Online, 7 hours; Face-to-Face, 1 day

 **Roles:**
Instructional Designer, Talent Development Manager, Training/Talent Development Coordinator

Members Save \$250

REGISTER

AI for Instructional Design Workshop

Harness the power of generative AI to efficiently design and develop impactful learning experiences.

Unlock the power of artificial intelligence (AI) to revolutionize your instructional design and content development process in this hands-on experience. In this interactive workshop, you'll explore the fundamentals of AI and discover its game-changing potential for instructional design. You'll dive into real-world use cases, practice the art of communicating with AI, and leverage AI tools to streamline content creation. You'll also learn how to harness AI for designing inclusive and equitable learning experiences while navigating the ethical considerations of responsible AI usage.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Capability Areas:**
Instructional Design, Technology

 **Level:** Informed

 **Format:** Live
Online, 7 hours; Face-to-Face, 1 day

 **Roles:**
Instructional Designer, Trainer/Facilitator

Members Save \$250

REGISTER

NEW

Designing and Building AI Agents

Create a custom learning assistant you can use in any platform.

The focus of this hands-on workshop is designing and building an AI agent to complete a task from your daily workflow. You will document your current process and measure the actual time, steps, or error rate for that task. From there, you'll design your agent in portable, tool-agnostic formats. This design-first approach makes you the architect of the solution rather than the operator of one vendor's interface: Your work carries over to whatever platform your organization adopts.

In this workshop, you'll transcribe your design into a working agent, run it live, and test it to surface weaknesses before deployment. At the end of the session, you'll measure the task again to evaluate the results and identify where human judgment and accountability still matter.

WHY YOU SHOULD ATTEND

- Build a secure learning assistant grounded in a customized L&D knowledge base (rubrics, internal style guides, curriculum frameworks) while protecting organization and participant privacy.
- Measure your current task baseline (time/error rate) and run it through your agent to prove a 40 percent+ performance gain you can share with leadership
- Master AI safety and guardrails, using “red-teaming” techniques to lock down boundaries, prevent model hallucinations, and ensure secure outputs.
- Gain a repeatable 5-Step Agent Blueprint for designing future agents that are secure, accurate, and IT-approvable.
- Learn design skills that transfer to any platform.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Data and Analytics, Future Readiness, Technology Application, AI

 **Level:** Informed

 **Format:** Live Online, 7 hours; Face-to-Face, 1 day

 **Roles:**
Independent Consultant, Learning Technologist, Instructional Designer

Members Save \$250

REGISTER

NEW

Designing Scenarios and Roleplays With AI

Build branching scenarios and AI-powered roleplay simulations—no code required.

Branching scenarios are one of the most effective ways to develop real-world skills in e-learning courses, but they are often expensive and time-consuming to build. As a result, most teams settle for linear, click-through courses that learners forget. This workshop changes that, showing you how to design realistic, multi-path branching scenarios and AI-powered roleplay simulations in a fraction of the time.

Throughout the workshop, you'll work as the scenario architect—deciding which choices matter, what outcomes feel realistic, and where AI drafts versus human judgment shapes the story. AI accelerates the drafting; the instructional-design judgment stays yours.

WHY YOU SHOULD ATTEND

- Leverage AI tools to accelerate the design and development of interactive scenarios and roleplay simulations, compressing days of work into hours.
- Bring a high-impact, high-retention e-learning format in-house instead of outsourcing it or avoiding it
- Leave with a finished, import-ready branching scenario built from a real workplace situation.
- Gain reusable templates and prompting techniques to make every future scenario faster and easier to build.
- Learn skills that transfer to any authoring tool. Your design work isn't locked to one vendor.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:** Data and Analytics, Future Readiness, Technology Application, AI

 **Level:** Informed

 **Format:** Live Online, 7 hours; Face-to-Face, 1 day

 **Roles:**
Independent Consultant, Learning Technologist, Instructional Designer

Members Save \$250

REGISTER

Using AI Assistants to Power Productivity

Enhance productivity and boost innovation with a personal digital assistant.

Explore how to use AI as a personal digital assistant and create specialized AI agents (Gems/GPTs) to increase your productivity and improve your talent development workflows. During the workshop, you'll have the opportunity to evaluate different AI tools and determine how you can use them as part of your job. We'll then move into creating your AI agent using a step-by-step process and training it to complete tasks for you, such as generating learning objectives or checking content for accessibility. Throughout the course, you'll complete hands-on practice scenarios to build your skills. You will leave the workshop equipped with your own functional AI assistant, designed to streamline your work.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

-  **Capability Areas:**
Future Readiness, Technology Application, My Career
-  **Level:** Informed
-  **Format:** Live Online, 7 hours; Face-to-Face, 1 Day
-  **Roles:** Learning Technologist, Instructional Designer, Talent Development Manager

Members Save \$250

REGISTER



NEW

Quality Assurance for AI-Generated Learning Content

Catch the errors before your learners do.

Generative AI can now draft storyboards, scenarios, and assessments in minutes. What it cannot do is guarantee accuracy, instructional quality, or compliance. This workshop gives instructional designers, L&D managers, and QA specialists a practical quality-assurance process for reviewing AI-generated learning content before it goes live.

You'll practice applying the model with real examples—conducting an AI-assisted needs assessment, drafting a decision-based scenario, and auditing a flawed AI-generated compliance module using a QA rubric. By the end, you'll know where AI fits in your workflow, where human review is essential, and how to set quality-signoff gates that protect learner experience and organizational standards.

WHY YOU SHOULD ATTEND

- Leave with a reusable QA rubric you can apply to every course.
- Learn how to catch defective content before it reaches learners.
- Apply a shared, defensible standard for AI content quality instead of relying on whatever “good enough” means to the person at the keyboard.
- Show leadership the value of review with a Verification Log that documents what was identified, changed, and removed.
- Use a tool-neutral method that works with the AI model and workflow your organization already uses.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

-  **Recognition:**
ATD Certificate of Completion, Digital Badge
-  **Capability Areas:**
Instructional Design, Technology Application, AI
-  **Level:** Informed
-  **Format:** Live Online, 7 hours; Face-to-Face, 1 day
-  **Roles:**
Independent Consultant, Learning Technologist, Instructional Designer

Members Save \$250

REGISTER

NEW

Working With Articulate Storyline AI Assistant

Create, enhance, and accelerate e-learning development with Storyline AI Assistant.

As one of the most widely used tools for building interactive e-learning, Articulate Storyline 360 is already central to many instructional designers’ and e-learning developers’ workflows. Its built-in AI assistant now puts AI-powered capabilities directly in the authoring environment you already use—without adding another subscription, platform, or external process to your workflow.

In this hands-on workshop, you’ll build on your Storyline expertise and quickly put the AI Assistant to work. Using the provided source materials, you’ll create images, generate audio and captions, draft and refine content, build assessments, develop custom interactions, and accelerate production through Storyline’s AI-assisted workflows. You’ll also learn prompting techniques, methods for validating AI-generated content, and best practices for using AI responsibly in course development.

WHY YOU SHOULD ATTEND

- Learn practical ways to accelerate Storyline development using built-in AI tools.
- Reduce time spent creating content, media assets, and assessments.
- Gain hands-on experience with emerging AI capabilities in a real development environment.
- Discover prompting techniques that improve the quality of AI-generated output.
- Build confidence evaluating and refining AI-generated content before publication.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification

DETAILS

 **Recognition:**
ATD Certificate of Completion, Digital Badge

 **Capability Areas:**
Future Readiness, Instructional Design, Technology Application, AI

 **Level:** Informed

 **Format:** Live Online, 7 hours; Face-to-Face, 1 day

 **Roles:**
Learning Technologist, Instructional Designer

Members Save \$250

REGISTER

Creating a Skills-First Strategy for Your Organization

Begin the journey to a skills-based organization with a clear success map.

Dive deep into the components of a successful skills strategy, walking step-by-step through the decisions required to develop your strategy and the data needed to power it. This workshop equips TD leaders with the tools and clarity to build a forward-looking, adaptable skills strategy. Through real-world case studies and guided frameworks, you’ll discover how leading companies assess and verify skills, adapt roles, and develop talent to maintain a competitive edge and stay resilient in the face of constant change. You will leave the program with a template for moving your organization into a skills-first approach for developing people.

CREDITS:

0.7 CEUs awarded
7 APTD® Recertification Points
7 CPTD® Recertification Points

7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

 **Capability Areas:**
Talent Strategy and Management, Business Insight, Organization Development and Culture

 **Level:** Informed

 **Format:** Live Online, 7 hours; Face-to-Face, 1 day

 **Roles:** Talent Development Director/Executive, HR/OD Professional, Talent Development Manager

Members Save \$250

REGISTER

Developing Business Acumen

Understand important business concepts to drive strategic TD initiatives.

Business skills are essential for today’s talent development (TD) professionals. Sometimes TD professionals fall into the role of “order-taker” in their organizations, receiving and executing training requests even when training is not the solution. To be seen as strategic business partners rather than order-takers, TD practitioners must understand the organizations they serve, the industries in which they operate, and the strategies that drive results. This workshop equips you with the tools and practice to develop and apply business skills in your daily work.

CREDITS:

- 0.7 CEUs awarded
- 7 APTD® Recertification Points
- 7 CPTD® Recertification Points
- 7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

Recognition:

Letter of Completion

Capability Areas:

Talent Strategy and Management, Business Insight, Consulting and Business Partnering

Level: Informed

Format: Live

Online, 7 hours;
Face-to-Face, 1 day

Roles:

Independent Consultant, Talent Development Director/Executive, Talent Development Manager

Members Save \$250

REGISTER

Storytelling in L&D Workshop

Use the power of stories to create memorable learning.

Learn how to use storytelling techniques to create and deliver powerful, meaningful narratives that meet training objectives and resonate with learners. A compelling story can help you explain technical content, foster a deeper connection with participants, and make training more engaging and memorable. Through hands-on practice, you’ll explore how to structure and deliver stories that captivate, clarify, and connect while meeting learning goals. By the end of the workshop, you’ll be able to successfully embed storytelling into any learning format, whether online or in-person.

CREDITS:

- 0.7 CEUs awarded
- 7 APTD® Recertification Points
- 7 CPTD® Recertification Points
- 7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

Capability Areas:

Learning Sciences, Training Delivery and Facilitation, Communication, Instructional Design

Level: Informed

Format: Live

Online, 7 hours

Roles:

Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$250

REGISTER

Agile Project Management Training for L&D

Transform L&D from slow to strategic using an Agile process.

Apply Agile project management skills to develop learning solutions in quick, collaborative cycles, gather feedback, and align training with business goals.

In learning and development, agile methods focus on developing and releasing learning solutions in short cycles. They incorporate frequent feedback and ongoing collaboration between stakeholders, content developers, and learners to adapt quickly to changing needs and improve outcomes. This workshop equips you with a comprehensive skill set to implement Agile methodologies within your learning projects. You'll learn how to build a business case for Agile, define clear project scopes, and align all training initiatives with measurable organizational goals.

CREDITS:

- 0.7 CEUs awarded
- 7 APTD® Recertification Points
- 7 CPTD® Recertification Points

- 7 General recertification credit hours toward PHR, SPHR, and GPHR recertification through HRCI
- 7 PDCs toward SHRM-CP and SHRM-SCP recertification



DETAILS

-  **Capability Areas:** Future Readiness, Project Management, Instructional Design
-  **Level:** Informed
-  **Format:** Live Online, 7 hours; Face-to-Face, 1 day
-  **Roles:** Learning Technologist, Instructional Designer, Talent Development Manager

Members Save \$250

REGISTER



Train Your Team in 2026

Reinvigorate your team and boost retention by investing in team training programs that help your employees learn and grow. When you work with ATD Enterprise Solutions, we'll partner with you to deliver a learning experience with lasting impact, equipping your team with the skills they need to perform at the highest level.



Skills Gap and Training Needs Assessment
Through an in-depth needs assessment we help talent development teams uncover where learning can have the highest impact.



Training Tailored to Your Goals
Our courses can be tailored to align to your company's goals, or we can work with you to create a customized learning experience.



Multiple Delivery Formats
We offer courses delivered live online or in person, with flexible start dates to fit your schedule.

Learn more at td.org/enterprise/team-training.



Scan the QR code to schedule a complimentary team training consultation.





Professional Plus Membership Just Got an Upgrade!

Professional Plus membership now delivers even more value. Members receive unlimited access to ATD's Online Course Library, which includes expert-led courses specifically for talent development professionals.

**Built on expertise trusted by
160,000+ professionals worldwide:**

- 80+ self-paced online courses
- 45 minutes per course, on average



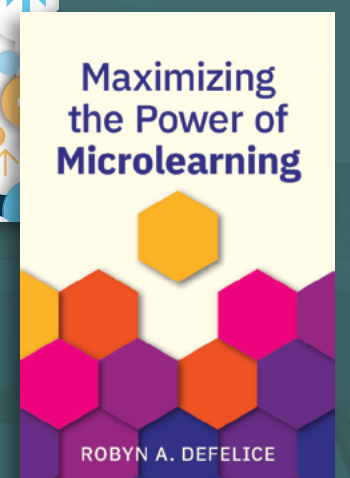
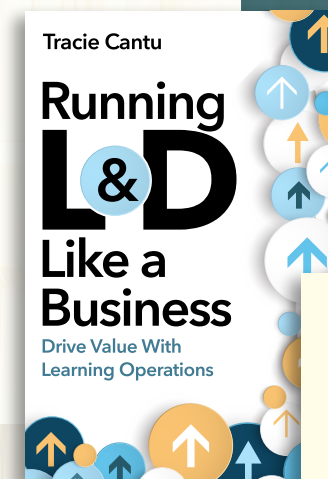
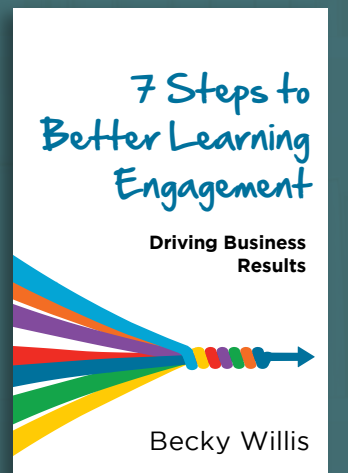
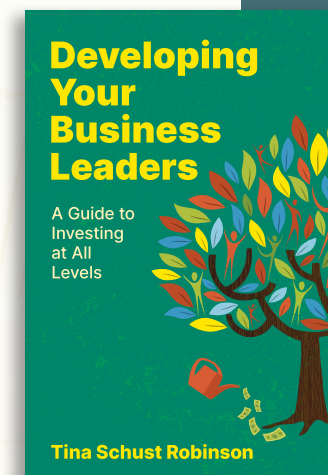
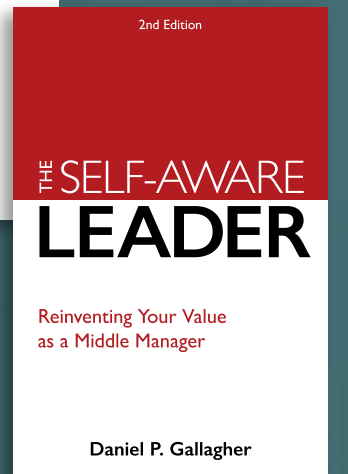
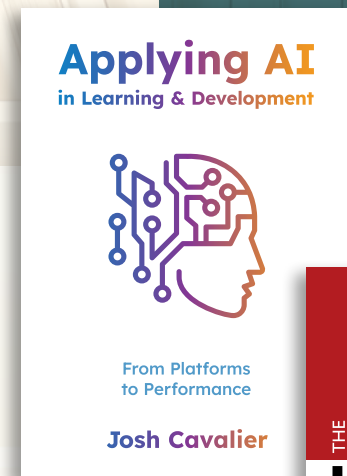
Why Professional Plus Membership?

Professional Plus gives you the learning, resources, and connections to support your career journey. Through the Online Community and Online Course Library, you have access to practical tools and educational opportunities to advance your professional development.

Fill Your Shelves With ATD's Latest Books!

Read sample chapters and order your copy today at td.org/books.

Don't forget that ATD members receive the lowest price when ordering books from the ATD store.



ATD Self-Paced Courses

Led by expert facilitators, these 45-minute courses will cover knowledge and skills from 20 capabilities in the Talent Development Capability Model™. Build new skills quickly and stay on top of the latest talent development trends at your own pace, at a time that fits your schedule, with the online course library.

ATD’s self-paced courses feature content applicable to almost any role. Course topics include:

- Adult Learning: Theory to Practice
- Design Thinking for Instructional Design
- Selecting & Implementing Learning Technologies
- Introduction to Artificial Intelligence and Extended Reality for Learning Professionals

Browse all ATD’s self-paced courses at td.org/self-paced.



Communicating to Inform and Influence

Uncover powerful techniques that drive engagement and learn how to diffuse tension in challenging conversations.

Understanding Leadership Development

From foundational principles to actionable strategies, this course equips you with the tools to design, support, and enhance leadership development efforts.

Promoting a Culture of Learning

Explore strategies to support individual growth, foster group learning, and lead organizational efforts that embed learning into everyday operations.

Talent Management Principles

Gain the tools to strengthen collaboration with HR, address employee lifecycle challenges, and support strategic workforce planning. You’ll be prepared to help HR stay future-focused and intentional in achieving business outcomes.

The Impact of Change on People and Organizations

Learn valuable strategies for success, whether you’re seasoned in leading change or looking to refine your approach.

What Influences Performance?

Acquire the knowledge to guide your organization beyond training to holistic performance improvement.

Instructional Modalities for Learning

Explore the different ways to deliver formal and informal learning and choose the right one for each learning experience.

Career Development Methods and Techniques

Whether you’re leading career development efforts or supporting leaders in your organization, this course provides practical strategies to foster talent growth.

Coaching in Organizations

Understand the essential concepts of coaching, including its models and processes, to help you guide individuals toward greater performance and growth.

Ethics in Instructional Design

Explore key regulatory areas essential for instructional designers, identify the standards and guidelines that professionals are expected to uphold, and review real-world examples to reflect on ethical challenges in practice.

Organizational Relationships

Explore how to effectively navigate organizational relationships and hierarchies and make a meaningful impact on your organization.

Fostering Teamwork & Collaboration

Explore the five stages of team development, discover strategies to enhance collaboration, and learn how to leverage the unique strengths of each team member to improve dynamics and create a more cohesive working environment.

Models of Emotional Intelligence

Equip yourself with the tools to foster emotional intelligence within your teams, driving success in all areas of development.

Techniques for Planning Content

Explore various ways to organize training content and learn how to apply Gagne’s Nine Events of Instruction, enabling you to formalize your instructional design process and enhance the impact of your training materials.

Capturing and Mapping Knowledge

Discover three types of knowledge maps, master the key elements of a simple taxonomy, and identify essential knowledge management tools.

Data Visualization Principles

Understand the value of data visualization and explore five distinct types of visualizations. Learn strategies to ensure your visuals are clear, accurate, and meaningful, helping you convey your message with confidence.

Developing Business Partnerships

Learn how to become a trusted advisor by mastering the essential traits that inspire confidence and trust.

Building a Collaborative Environment

Learn how to build a collaborative workplace by fostering teamwork, recognizing contributions, and aligning team efforts for shared success.

Developing a Project Charter

A clear project charter ensures alignment with core objectives, minimizing resource waste and misaligned priorities. Learn how to create a charter that transforms your project management approach and keeps teams focused on purpose.

Fostering Cultural Awareness

Learn how to foster a culture of inclusion by enhancing cultural awareness, challenging biases, and promoting ongoing cultural sensitivity within your team and organization.

Sharing Knowledge

Discover how to design and implement an effective knowledge-sharing strategy. Learn key factors that drive knowledge exchange and use the SECI model to enhance collaboration and project performance.

Integrating DEI in a Talent Development Strategy

Learn the core components of an effective DEI strategy and the rationale behind its implementation. Explore how talent development can play a crucial role in supporting and advancing DEI initiatives.

Curating Resources for Knowledge Management

Learn how a carefully curated selection of knowledge resources can support performance at the individual, team, and organizational levels.

Effective Communication for Talent Development Professionals

Identify and overcome common communication challenges, improve your style, and craft clear, compelling messages. Learn to navigate professional settings with confidence and enhance your communication skills to advance your career.

Managing Conflict

Learn how to identify the root causes of conflict, apply proven resolution strategies, and effectively handle diverse conflict scenarios.

Communication Technologies for Learning

Learn to select the right digital tools to enhance learner engagement, ensure accessibility, and align technology choices with learner needs and organizational goals.

Organizational Development Concepts

Explore the organization development consulting process. Understand the larger context of your organization to become a key player in its success.

Identifying and Developing High-Potential Talent

Explore how to identify who shows high potential in your organization and how you can effectively develop tomorrow’s leaders.

Methods to Analyze Performance

Uncover hidden barriers to success with performance analysis. Learn how to align training with business needs, identify root causes, and measure impact effectively.

Identifying Critical Requirements of Jobs, Tasks, and Roles

Elevate training with thoughtful job analysis. Identify performance gaps, align learning solutions to roles, and create meaningful training programs.

Communicating to be Heard and Understood

Enhance your communication skills with this course designed for talent development professionals and emerging leaders. Master strategic messaging, confident delivery, and adaptive techniques to inspire and connect in any situation.

Providing Feedback

Master feedback skills to drive change and inspire growth. Learn strategies to deliver balanced, actionable feedback that fosters collaboration and elevates performance.

Fostering a Learning Organization

Build a competitive edge through a strong learning culture. Explore the principles of learning organizations and gain insights to champion continuous growth.

Designing and Implementing a Knowledge Management Strategy

Learn how to capture, organize, and share information effectively with a Knowledge Management Strategy. This course equips you with tools to implement or refine KM processes, aligning them with learning and business goals for measurable success.

Ethics in Data Handling

In this course, you’ll uncover the critical data risks that talent development professionals face and learn how to select the right strategies to mitigate them. You’ll also identify key internal partners who can help ensure your data remains secure, empowering you to protect your team and your organization.

Managing Learning Technologies

This course will enable you to recognize the unique purpose and capabilities of various learning technologies, ensuring you know what tools you already have; and choose the right new tools for your team. You’ll discover effective approaches to sourcing these technologies and gain critical insights into creating and managing service agreements that protect your interests.

Principles of Knowledge Management

In this course, you’ll discover the two types of knowledge that drive organizational success and learn how to leverage powerful knowledge management systems to capture, organize, and distribute crucial information.

Defining Business Success

This course will help you’ll identify external factors that influence your organization and its environment, so you can design solutions that meet current needs, anticipate future needs, and demonstrate to stakeholders that talent development is a strategic partner for business success.

Effective Writing Skills

This dynamic course will equip you with six essential guidelines for crafting clear and compelling messages. Discover pre-writing questions that will save time and improve your written communication.

Coaching for Performance

Ignite your organization’s potential with the power of coaching! Discover how creating a coaching culture can help get individuals unstuck and boost performance. In this course, you will learn how to initiate formal and informal coaching in your organization, explore the competencies of expert coaches, and examine the ATD coaching model.

Adult Learning: Theory to Practice

When you understand how adults learn, you can create learning experiences that achieve real results.

Cognitive Science in Learning

To effectively design learning experiences with high learner retention, instructional designers must be knowledgeable about the science of learning.

Communication in Learning

By understanding what communication is and the foundational communication models, talent development professionals can create more effective communication within learning experiences.

The ADDIE Model for Instructional Design

In this course, you will explore each of these five phases of the ADDIE model, how they interact to support an effective instructional design practice, and how to apply them to support your own practice.

Instructional Design Models and Processes

This course equips you to design learning experiences more effectively by providing a solid foundation in learning theories and a thorough understanding of how adults learn best.

Conducting a Needs Assessment for Instructional Design

In this course, you'll learn when and how to conduct a needs assessment, including a few tricks for when stakeholders would rather you "just get started."

Data Collection for Needs Assessments

In this course, you'll learn about various techniques you can use to gather data to help you make smart, strategic choices about your training design.

Defining Behavioral Outcomes

Instructional designers use the results of a needs assessment to identify and define learning and behavior outcome statements.

Writing Learning Objectives

When you take the time to determine business goals and the associated learning objectives for a training initiative, you can ensure that all stakeholders are aligned about what you're trying to accomplish, your learners know why they are taking the course, and you have a clear understanding of how to make it all happen.

Assessing Learning Content

This course will explore these three approaches, along with how to assess content to make sure it aligns with your organization's objectives.

Developing Design Documents

In this course, you'll learn how and why to use design documents to start your projects off right.

Working With SMEs to Curate and Create Content

In this course, you will learn how to work collaboratively with SMEs and explore how to make content decisions that align to the learning objectives.

Selecting Delivery Methods and Media

Any given method can be supported by a variety of delivery media and technology, so it is important to understand the considerations for choosing the right methods, media, and technology for specific learning environments and modalities.

Designing and Developing Learning Materials

This course will cover the foundational principles of designing learning materials for use in workplace training and talent development to ensure more effective learning experiences.

Prototyping for Instructional Design

This course will help you decide when and how to use prototypes to test your ideas early and often, gaining valuable feedback to shape your designs along the way.

Design Thinking for Instructional Design

Design thinking is a human-centered approach to creating solutions that address the needs of both individual learners and the organization.

Planning and Coordinating Training Events

Whether you're coordinating in-person, virtual, or asynchronous training events, this course will help you ensure these, and many more details all support your big-picture goal.

Preparing to Facilitate

This course explores effective preparation for facilitation, including understanding how your course relates to organizational goals, learning about the participants, and practicing your delivery mechanics.

Managing and Facilitating Effective Meetings

This course covers how to effectively prepare for, facilitate, and make decisions during meetings.

Facilitation Styles and Techniques

Facilitation requires rigorous preparation, a pleasant and personable demeanor, and honed skills.

Engaging and Managing Participants

Engaging and managing participants is key to effective training delivery and facilitation and helps improve learning transfer.

Creating a Positive Learning Environment

An effective learning environment should be welcoming to all.

Selecting Delivery Strategies to Support the Learning Experience

In this course, you'll explore factors and considerations that can help you select just the right strategy for these situations and more.

Applying Learning Science in Training Delivery

Possessing a clear understanding of cognitive processes allows you to deliver learning that is retained and applied on the job.

Facilitating Formal Learning

Today's environment requires skill in delivering training using multiple delivery modalities, whether in person, virtual, or a blend.

Supporting Informal Learning and Learning on the Job

When you harness the power of informal learning and learning on the job, you can provide more and richer learning opportunities than you can with formal learning alone.

Adapting Learning Materials

In this course, you will learn how to adapt learning materials when training-program factors like timing, logistics, relevance, and learning requirements change.

Creating Accessible Learning Experiences

In this course, you'll learn the foundational principles to help you create accessible, inclusive learning programs that support learners with a broad range of abilities.

Administering a Learning Technology Ecosystem

A robust, dynamic talent development department needs a robust, dynamic technology ecosystem.

Data Standard Formats

In this course, you'll learn about some of the most important data standard formats (such as SCORM and xAPI) that you can rely on to make sure your content works with the various systems in your organization.

xAPI Foundations

Using the xAPI data format lets you track valuable, detailed information that can help you track and evaluate the usage and effectiveness of your digital learning experiences.

Identifying Technology System Requirements

In this course, you'll learn to clearly identify your technology system requirements before you invest time and money in new tools.

Evaluating and Selecting E-Learning Software Tools

To create effective e-learning content, you need to find tools that meet your learning needs, technology needs, and organizational needs.

Selecting and Implementing Learning Technologies

In this course, you'll learn to take a purposeful approach to selecting and implementing learning technologies, so you can be sure they do what you need them to do.

Testing Learning Technologies

In this course, you'll explore helpful strategies for planning a solid approach that will set you up for a successful rollout.

Principles of User Interface Design

An intuitive user interface leads to a positive user experience.

Leveraging Social Media for Learning

Whether you use something as simple as an instant messaging tool or an enterprise-level rollout of a large commercial platform, you can leverage social media to accelerate social learning.

Introduction to Artificial Intelligence and Extended Reality for Learning Professionals

Artificial intelligence (AI) and extended reality (XR) have the potential to revolutionize training programs and other talent development functions.

Models and Methods to Evaluate the Impact of Learning

In this course, you'll learn about different approaches for measuring the true impact of your learning initiatives so you can understand and demonstrate their value.

Using Quantitative & Qualitative Data for Evaluating Learning

In this course, you'll learn helpful methods for analyzing and interpreting both quantitative and qualitative data in ways that can help improve your learning initiatives and increase performance.

Adult Learning: Applying Learning in the Workplace

Discover tools and strategies to assist you in helping learners apply newly acquired knowledge and skills on the job.



Talent Development Executive Certificate

Unlock the C-Suite: Become a Business-Minded TD Leader

Talent development leaders today must develop others and shape strategy, communicate effectively with stakeholders, and drive enterprise-wide initiatives.

This program is ideal for high-potential senior talent and workplace learning leaders who are seeking to elevate their leadership capabilities and strategic impact, including those preparing for C-suite roles. You will gain advanced skills, frameworks, and insights to position yourself as a key driver of organizational success, navigate today's complex challenges, optimize the talent function, and create lasting value.



To learn more about the Talent Development Executive Certificate Program or to register, visit td.org/education/talent-development-executive-certificate.



Take a Course in Person Near You!

Content. Community. Collaboration.

Learning happens everywhere, all the time. Yet something special happens when we come together and learn face-to-face. Led by our world-renowned facilitators, we offer in-person learning across the country. In-person courses include:

- Applying AI in Learning & Development Certificate
- ATD Master Trainer® Program
- Change Management Certificate
- Coaching Certificate
- Consulting Skills Certificate
- Instructional Design Certificate
- Training and Facilitation Certificate
- And more!

Join us in the ATD Learning Center at our headquarters, just outside Washington, DC, and in these cities for our most popular certificate programs:

Alexandria, Virginia	New York, New York
Atlanta, Georgia	Phoenix, Arizona
Charlotte, North Carolina	San Francisco, California
Chicago, Illinois	

Visit td.org/in-person-learning to explore our upcoming schedule of face-to-face courses.

ATD Certification

Earning an ATD certification validates your expertise, builds credibility, and distinguishes you as a leader in the talent development profession. Once you determine which certification is right for you, explore the preparation options ATD provides to help study for the exam.

CHOOSE THE RIGHT CERTIFICATION



The **Associate Professional in Talent Development (APTD®)** is a certification for TD professionals who are early in their careers or whose professional roles and aspirations focus on foundational areas of the field.

WHO IS IT FOR?

APTD is best suited for early career TD professionals:

- Who want to formalize and recognize their role with a certification
- With at least three years of experience

Many of our APTD candidates are “accidental trainers” without formal education in training and development.



The **Certified Professional in Talent Development (CPTD®)** is a certification for more experienced TD professionals. It is broad and measures a professional’s knowledge and skill application across the breadth of talent development capabilities.

WHO IS IT FOR?

CPTD is best suited for seasoned TD professionals:

- Who have deep knowledge and experience enhancing employee talent development
- Who are looking to demonstrate expertise and commitment to the profession
- With at least five years of experience in workplace learning and talent development

Learn more about ATD certification at td.org/certification.

ATD Certification Preparation

We offer certification prep courses on demand for flexible and convenient studying or in person for a more structured learning experience. Explore the best way for you to prepare for the Associate Professional in Talent Development (APTD) or Certified Professional in Talent Development (CPTD) certification exams.

What type of certification prep is right for you?

PREPARATION COURSE	PREPARATION BOOTCAMP
Available for both APTD and CPTD Certification exams. This comprehensive, on-demand, learning experience gives you everything you need to prepare for the certification exam. Upon enrolling, this flexible and self-paced course gives you immediate access to content and resources for 12 months to ensure you can prepare right up to your exam date. The course content draws from the Talent Development Capability Model and prepares you to prove your mastery by applying your knowledge on the exam. By developing short- and long-term goals and action items tied to exam preparation strategies, you'll create an individual study plan that identifies what you need to focus on to achieve your goal of becoming certified.	Available for both APTD and CPTD Certification exams. This program is designed to give certification candidates a comprehensive, facilitator-led learning experience featuring a mix of guided instruction, content review, exam-taking strategies, practice testing, and a wealth of learning resources to support self-study. The Preparation Bootcamp goes beyond presenting content from the Talent Development Capability Model to preparing you to prove your mastery of the knowledge and skills on the exam. You'll create an individualized study plan that identifies what you need to focus on to achieve your certification goal. With a mix of lectures and engaging activities led by an expert facilitator, as well as access to a full-length practice test, this program gives you an end-to-end preparation experience so that you'll leave the course feeling confident to take the exam.
STUDY WORKBOOK	
The certification Study Workbooks provide a straightforward guide to creating your individual study plan. The book uses study strategies that are based in adult learning theory to support your successful preparation for your exam. The workbooks also include skill statements that are covered in the exam and test-taking tips to increase your confidence on exam day.	

Learn more about ATD certification at td.org/certification/preparation.

APTD® Certification Preparation Bootcamp

The most comprehensive APTD exam prep program, which you can personalize, adapt, and engage in with your peers to meet your study needs.

This program is designed to give Associate Professional in Talent Development (APTD) candidates a comprehensive, facilitator-led learning experience featuring a mix of guided instruction, content review, exam-taking strategies, practice testing, and a wealth of learning resources to support self-study.

Course features include:

- Facilitator-led training covering the key elements of the Talent Development Capability Model.
- On-demand preparation course is included in the bootcamp.
- Exam preparation strategies and study plan templates.
- Opportunity to take a full-length practice exam three times and debrief with your facilitator.
- Twelve-month access to the online *TDBoK Guide™: Talent Development Body of Knowledge, second edition*.
- Exam registration fee credit included.*

CREDITS

3.5 CEUs awarded
25 APTD Professional Development Hours or Recertification points
25 CPTD Professional Development Hours or Recertification points

*To use this credit, you must complete and submit the application for the APTD exam through the certification portal before the credit expires.

DETAILS

-  **Recognition:** ATD Certificate of Completion
-  **Capability Areas:** Training Delivery and Facilitation, Instructional Design
-  **Level:** Advanced
-  **Format:** Face-to-Face, Blended, 35 hours
-  **Roles:** Instructional Designer, Trainer/Facilitator, Learning Technologist

Members Save \$300

REGISTER

APTD® Certification Preparation Course

The complete APTD exam prep program that you can personalize and adapt to meet your study needs.

The course content draws from the Talent Development Capability Model™ and prepares you to prove your mastery by applying your knowledge on the exam. By developing short- and long-term goals and action items tied to exam preparation strategies, you'll create an individual study plan that identifies what you need to focus on to achieve your goal of becoming APTD-certified.

Course features include:

- Content review
- Discussion community
- Exam preparation strategies
- Pre- and post-assessments
- Interactive scenario-based activities
- Learning resources
- Complete practice test
- Optional live online sessions
- TDBoK™ Guide access
- APTD Study Workbook included

CREDITS

2.8 CEUs awarded
20.0 Professional Development Hours toward initial certification eligibility for the APTD credential from the ATD Certification Institute. Course must be completed before it can be reported.

DETAILS

 **Capability Areas:** Training Delivery and Facilitation, Instructional Design, My Career

 **Level:** Capable

 **Format:** On Demand, 28 hours

 **Roles:** Trainer/Facilitator, Instructional Designer, My Career

Members Save \$250

REGISTER

CPTD® Certification Preparation Bootcamp

The most comprehensive CPTD exam prep program, which you can personalize, adapt, and engage in with your peers to meet your study needs.

This program is designed to give Certified Professional in Talent Development (CPTD) candidates a comprehensive, facilitator-led learning experience featuring a mix of guided instruction, content review, exam-taking strategies, practice testing, and a wealth of learning resources to support self-study.

Course features include:

- Facilitator-led training covering the key elements of the Talent Development Capability Model.
- On-demand preparation course is included in the bootcamp.
- Exam preparation strategies, study plan templates.
- Opportunity to take a full-length practice exam three times and debrief with your facilitator.
- Twelve-month access to the online *TDBoK Guide™: Talent Development Body of Knowledge, second edition*
- Exam registration fee credit included.*

CREDITS

4.9 CEUs awarded
30.5 APTD Professional Development Hours or Recertification points
30.5 CPTD Professional Development Hours or Recertification points

DETAILS

 **Recognition:** ATD Certificate of Completion

 **Capability Areas:** Change Management, Performance Improvement, Learning Sciences, Talent Strategy and Management, Training Delivery and Facilitation, Business Insight, Coaching, Collaboration and Leadership, Communication, Compliance and Ethical Behavior, Global Perspectives, Consulting and Business Partnering, Cultural Awareness and Inclusion, Data and Analytics, Emotional Intelligence and Decision Making, Future Readiness, Knowledge Management, Organization Development and Culture, Project Management, Instructional Design, Career and Leadership Development, Technology Application, Managing the Learning Function, Evaluating Impact

 **Level:** Advanced

 **Format:** Face-to-Face, Blended, 49 hours

 **Roles:** Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$300

REGISTER

**To use this credit, you must complete and submit the application for the CPTD exam through the certification portal before the credit expires.*

CPTD® Certification Preparation Course

The complete CPTD exam prep program, personalized and adapted to prepare you best.

This course goes beyond presenting the content from the Talent Development Capability Model™ to prepare you to prove your mastery by applying your knowledge and skills on the exam. By developing short-term and long-term goals and action items tied to exam preparation strategies, you'll create an individual study plan that identifies what you need to focus on to achieve your goal of becoming a CPTD.

Course features include:

- Content review
- Discussion community
- Exam preparation strategies
- Pre- and post-assessments
- Interactive scenario-based activities
- Learning resources
- Complete practice test
- Optional live online sessions
- TDBoK™ Guide access
- CPTD Study Workbook included

CREDITS

2.8 CEUs awarded
20.0 Professional Development Hours toward initial certification eligibility for the CPTD credential from the ATD Certification Institute. Course must be completed before it can be reported.

DETAILS

 **Capability Areas:** Learning Sciences, Business Insight, Coaching, Collaboration and Leadership, Communication, Compliance and Ethical Behavior, Consulting and Business Partnering, Cultural Awareness and Inclusion, Data and Analytics, Emotional Intelligence and Decision Making, Future Readiness, Knowledge Management, Organization Development and Culture, Project Management, Career and Leadership Development, My Career, Technology Application, Managing the Learning Function, Evaluating Impact, Instructional Design, Global Perspectives, Talent Strategy and Management, Training Delivery and Facilitation, Change Management

 **Level:** Advanced

 **Format:** On Demand, 28 hours

 **Roles:** Instructional Designer, Talent Development Manager, Trainer/Facilitator

Members Save \$250

REGISTER

APTD® and CPTD® Study Workbooks

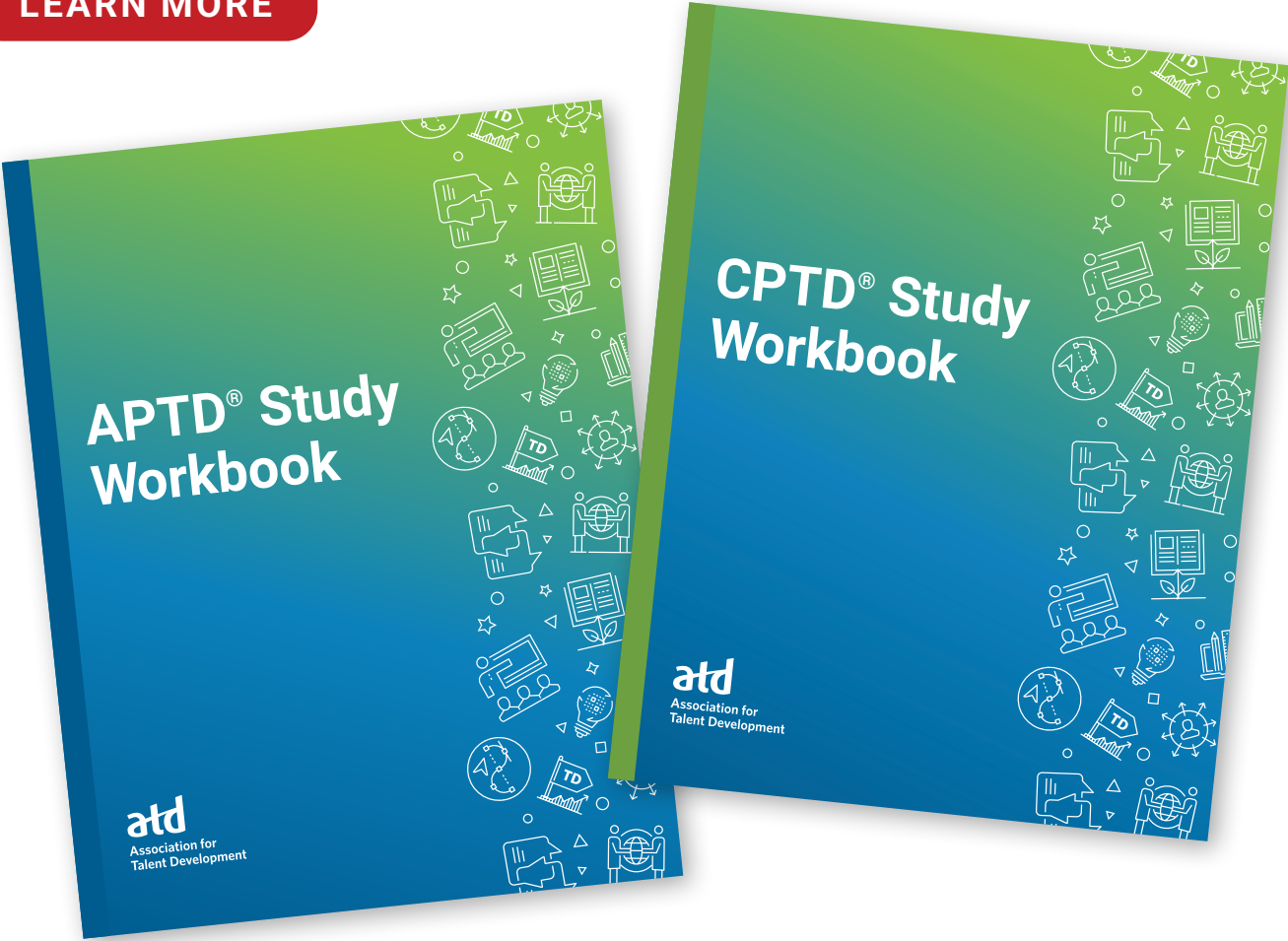
Establish your unique study plan.

The Study Workbook is your practical guide to preparing for a certification exam. It helps you:

- Create a personalized study plan based on your experience, lifestyle, and goals.
- Apply proven study strategies grounded in adult learning theory.
- Focus on what matters most by reviewing the knowledge and skill statements covered on the exam.
- Boost confidence with test-taking tips and structured exercises.

This workbook is designed to make your preparation organized and less overwhelming, giving you tools to stay on track and succeed.

LEARN MORE



Earn Credits and Recertification Points

All ATD programs are eligible for continuing education units (CEUs), recertification points, and certification eligibility professional development hours you can use to pursue your professional development goals.

The following organizations have preapproved select ATD courses. Credit values and approved providers for each course can be found in this catalog’s listings. **Note: Not all ATD courses are preapproved by the providers listed here.**



Select courses are eligible for APTD and CPTD recertification points or professional development hours from the ATD Certification Institute. Visit td.org/recertification for more information.



The program has met the HR Certification Institute’s criteria for preapproval for recertification credit for Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR) credentials.

The use of this seal is not an endorsement by the HR Certification Institute (hrci.org) of the quality of the program.



The program is recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credentials.

Our Facilitators

ATD Education works with more than 100 of the world’s best facilitators to deliver our talent development programs. They are practitioners with at least 10 years of experience in their content areas, and draw on their professional accomplishments to deliver personalized, valuable learning experiences. You’ll find that many of our facilitators are published authors or speakers in their fields of expertise, and they come from a wide range of industries and sectors. They frequently serve as instructional designers, managers, coaches, human performance improvement professionals, and consultants.

Meet Some of Our Facilitators



Aya Medhat



Darryl Wyles



Josh Cavalier



Julie Patrick



Michael Dorsey



Olga Gavrilova



Rusty Shields



Seema Nagrath-Menon

