![Association for Talent Development logo] atd **Association for Talent Development**

2025
Education
Course Catalog

The ATD Education Brand Promise

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

Capability-Based Content	Expert Facilitators	Peer-to-Peer Learning	Practical Approach	Personalized Learning
Research-based content to expand your knowledge, skills, and mindset	The wisdom and guidance of an industry-leading facilitator	Learning with and from your talent development peers	A practical, tools-based approach to support application on the job	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.

ATD: Your Professional Development Resource

For 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

200+
courses

2 talent development certifications

1,000+
organizations have trained with us

160,000+
professionals have learned with ATD Education

Table of Contents

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

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.

Penn GSE — GRADUATE SCHOOL OF EDUCATION — UNIVERSITY *of* PENNSYLVANIA

atd Association for Talent Development

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

Talent development (TD) leaders today must develop others and shape strategy, communicate effectively with stakeholders, and drive enterprise-wide initiatives. The Talent Development Executive Certificate is a learning experience like no other. It combines the industry expertise of the Association for Talent Development (ATD) and academic rigor of University of Pennsylvania Graduate School of Education (Penn GSE) to build personal, learning, and business leadership skills needed to successfully lead as a C-suite executive.

Who Should Attend

This program is ideal for high-potential senior talent and workplace learning leaders, including those preparing for C-suite roles, who are seeking to elevate their leadership capabilities and strategic impact. 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.

What You Will Learn

As a result of this program, you will be positioned to:

- Lead and manage an enterprise talent or learning development organization, department, or function using communication, leadership, emotional intelligence, and decision-making skills to support the business, influence stakeholders, provide feedback, and coach team members.
- Strategically leverage emerging learning technologies and integrate them into the organization's business strategy to increase efficiency, reduce cost and time, and support the learning and talent strategy by managing the technology ecosystem effectively.
- Develop, communicate, and execute a talent strategy that aligns with the overall business strategy, fosters a culture of innovation and learning agility, and generates measurable business outcomes.

ATD and Penn GSE: A Powerful Partnership

ATD and Penn GSE have joined forces to co-offer this transformative program for talent development leaders. Led by expert Penn faculty and senior TD practitioners, the cohort-based program is tailored to the unique challenges and opportunities of senior talent leaders offering guidance, promoting knowledge-sharing, and fostering collaboration across the vast interconnected global community of TD leaders.

Format

The virtual, cohort-based course is designed for sustained learning and application, with each of the topics spanning one month. The program covers six core topics through asynchronous readings and assignments, paired with four synchronous sessions per topic each month:

Session 1: Topic introduction, objectives, and overview of assignments and readings

Session 2: In-depth exploration of core content

Session 3: Continued deep dive into core content

Session 4: Reflection on learnings, applications, and questions

Attendees will develop a strong network of peers through ongoing collaboration during the program. The learning experience incorporates global scenarios and perspectives to ensure maximum relevance for the vast interconnected global community of TD leaders.

Develop a strong network of peers through ongoing collaboration during this program.

Schedule

The program runs from September 15, 2025–March 29, 2026.

Topic 1:	Topic 2:	Topic 3:	Topic 4:	Topic 5:	Topic 6:
Sept. 15–Oct. 12, 2025	Oct. 13–Nov. 9, 2025	Nov. 10–Dec. 14, 2025	Jan. 5–Feb. 1, 2026	Feb. 2–March 1, 2026	March 2–29, 2026
Being a C-Suite Leader in Talent Development	Business Strategy and Organizational Leadership	Organizational Culture and Change Management	People Analytics	Learning Technology Strategies, EdTech, and Digital Learning Solutions	Future Readiness: Innovation and Creativity in Learning

Live online sessions are hosted every Wednesday, 1–3 p.m. ET.

Penn GSE — GRADUATE SCHOOL OF EDUCATION — UNIVERSITY *of* PENNSYLVANIA

atd Association for Talent Development

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

The Talent Development Capability Model™

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

Backed by research and vetted by experts, the Talent Development Capability Model defines what TD professionals need for success today and tomorrow.

Whether you're new to the profession, midway through your TD career, or navigating the demands of senior leadership, ATD has the resources you need to upskill yourself or your team.

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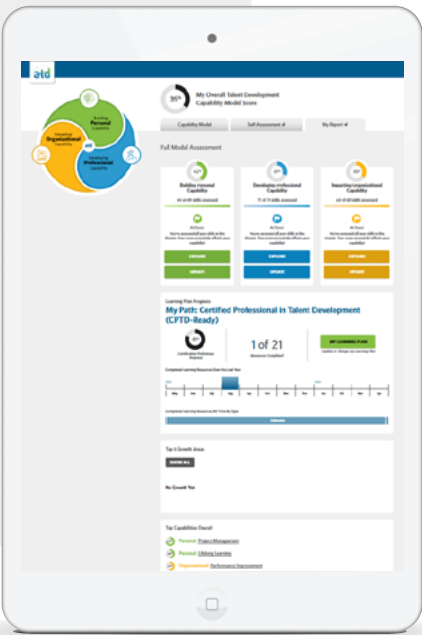
Targeted. Personalized. Future-Focused. The interactive Capability Model self-assessment helps you identify your current skills and create a learning plan to increase your impact as a talent professional.

Measure your skills and knowledge against 23 capabilities and create your learning plan!

Trainer/Facilitator? Instructional Designer? TD Manager?
Choose from 25 role-based learning paths or create your own! Get started today at **td.org/model**.

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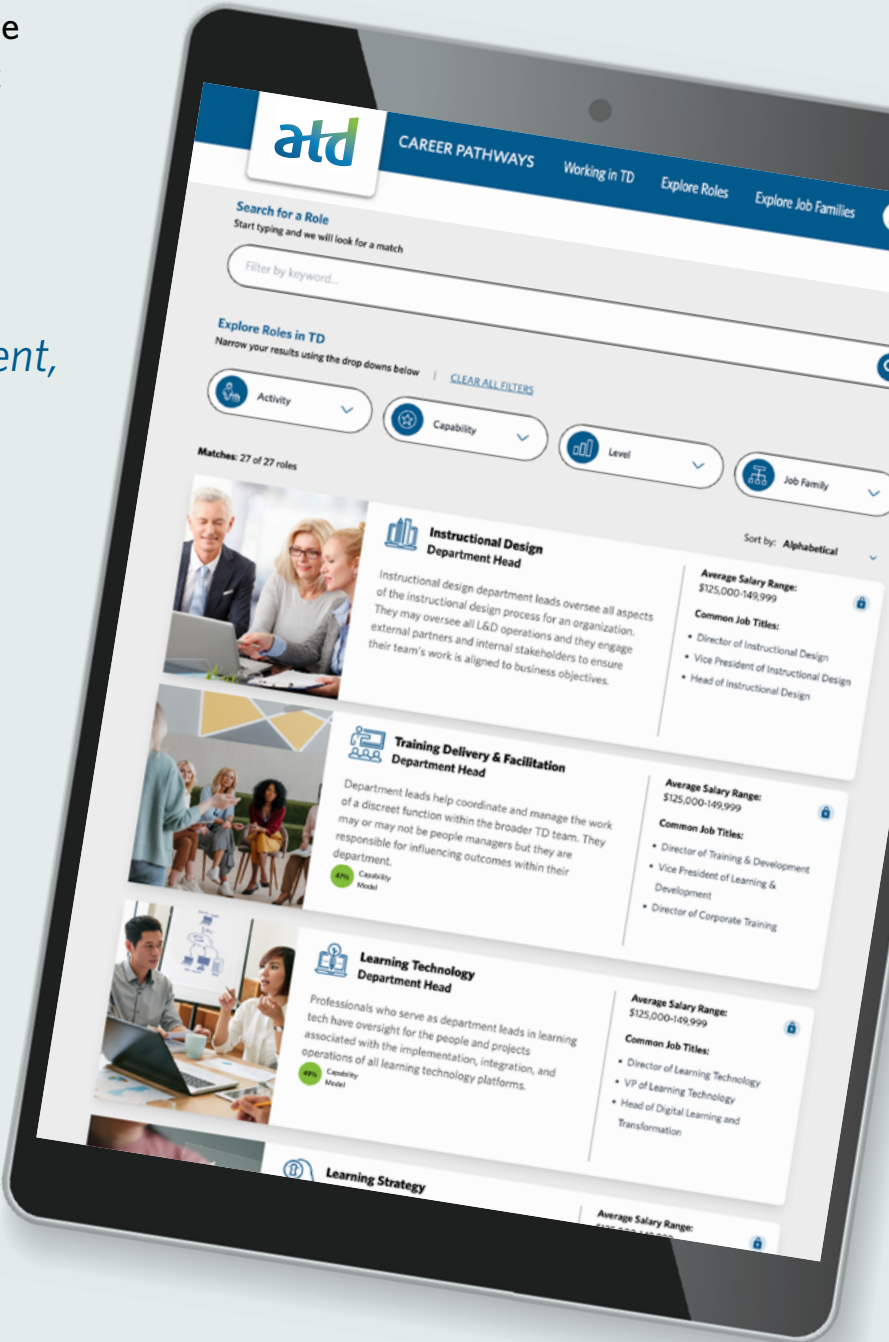
Explore the dynamic roles within the TD field and create your path forward today!
careerpathways.td.org

atd Association for Talent Development

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

Need Help Getting Started? Talk to a Professional Development Specialist.

Whether you are looking for advice on which credential is right for you or choosing your next ATD course, our professional development specialists provide complimentary consultations to help you on your learning journey. Visit td.org/my-career-path.

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.

This robust seven-week program uses a blended learning approach with downloadable preparation resources, self-study modules, live online sessions, and a five-day facilitator-led training. Interact, engage, and learn through a mix of lectures, scenarios, case studies, and targeted use of the APTD practice test. Gain access to everything needed to fully prepare for the APTD exam.

Course features include:

- Five-day facilitator-led training covering the key elements of the Talent Development Capability Model.
- On-demand content review modules on the 22 TD capabilities assessed on the exam.
- 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*.

CREDITS

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

See this and all ATD courses at td.org/explore-courses.

APTD® Certification Preparation Course

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

This comprehensive learning experience gives you everything you need to get ready for the APTD—the certification for talent development professionals in the early parts of their careers or whose roles and aspirations are focused on foundational areas in the field. A flexible and self-paced approach gives you access to the content and resources immediately upon enrolling and for 12 months after to ensure you can prepare right up to your exam date. The course uses an adaptive, assessment-based approach to allow you to customize your learning and dive into the content you need most to learn. With a robust set of microlearning resources tailored for busy professionals and with an expert facilitator and community of candidates, you will be guided through an end-to-end study path. Leave the course feeling confident to take the exam.

Course features include:

- Content review
- Expert-led discussions and feedback
- Exam preparation strategies
- Adaptive self-assessments
- Interactive scenario-based activities
- Learning resources
- Complete practice test
- Live online sessions
- TDBoK™ access

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.

See this and all ATD courses at td.org/explore-courses.

DETAILS

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

Level: Informed

Format: On Demand, 28 hours

Roles: Trainer/Facilitator, Instructional Designer, Learning Technologist

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.

During this robust, in-depth review of the areas covered in the CPTD certification exam, you will be set up for success to pass the CPTD certification exam. Interact, engage, and learn through lectures, scenarios, case studies, and targeted use of the CPTD practice test.

Course features include:

- Five-day facilitator-led training covering the key elements of the Talent Development Capability Model.
- On-demand content review modules on the 22 TD capabilities assessed on the exam.
- 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*

CREDITS

4.9 CEUs awarded

30.5 APTD Professional Development Hours or Recertification points

30.5 CPTD Professional Development Hours or Recertification points

See this and all ATD courses at td.org/explore-courses.

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

CPTD® Certification Preparation Course

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

Prepare with a comprehensive learning experience that will help you focus on the areas you need to prove your ability and earn the CPTD—the certification for professionals with at least five years of experience and who understand and can affect impactful talent development solutions that drive organizational success.

A facilitator-led yet flexible and self-paced approach gives you access to the content and resources immediately upon enrolling and for 12 months after to ensure you can prepare right up to your exam date. The course uses an adaptive, assessment-based approach to allow you to customize your learning. With a robust set of microlearning resources tailored for busy professionals, an expert facilitator, and a community of candidates, you will be guided through an end-to-end study path so you leave the course feeling confident to take the exam.

Course features include:

- Content review
- Expert-led discussions and feedback
- Exam preparation strategies
- Adaptive self-assessments
- Interactive scenario-based activities
- Learning resources
- Complete practice test
- Live online sessions
- TDBoK™ access

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.

See this and all ATD courses at td.org/explore-courses.

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]

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.

ATD Master Instructional Designer® Program

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

The role of an instructional designer is evolving, expanding, and more in demand than ever. Once seen as a planner 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 essential skills include business acumen, consultative approaches, design approaches based on learning sciences, and technology 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, instructional designers have the flexibility to be the jack-of-all-trades and a much-requested strategic resource for organizations.

Aligned to the Talent Development Capability Model™, this advanced-level program covers the entire process for designing learning solutions to ensure that you are a valued partner to stakeholders and align learning solutions to meet business objectives.

WHY YOU SHOULD ATTEND

- Develop and demonstrate mastery of instructional design through a multipart, real-world project, including individualized feedback and analysis.
- Gain six months of free access to ATD's comprehensive Talent Development Body of Knowledge™, and receive tools, resources, and templates to use on the job.
- 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.

See this and all ATD courses at td.org/explore-courses.

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

12 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 13

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.

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.

See this and all ATD courses at td.org/explore-courses.

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

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.

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:
Learning Sciences, Collaboration and Leadership, Communication, Instructional Design, Technology Application, My Career, Training Delivery and Facilitation

Level:
Advanced

Format:
Blended, 28 hours over 8 weeks; Face-to-Face, 3 days

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.

See this and all ATD courses at td.org/explore-courses.

PROGRAM COMPONENTS

Weeks 1–3 (Self-Paced)

Week 4 (Face-to-Face or Live Online)

Weeks 5–6 (Self-Paced)

Weeks 7–8 (Self-Paced)

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

"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

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.

FULLY REVISED AND REVAMPED FOR 2025!

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.

See 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

New! 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.

Adult Learning Certificate

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

Practices for successful adult learning differ greatly from those used for teaching children. By understanding the science behind how adults learn, as professional educators we can optimize our learning and development initiatives to better meet outcomes and drive behavior change. To put it simply, this course will change the way you work and increase your impact.

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

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

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

Advanced Facilitation Skills Certificate

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

Advance your talent development career with in-demand facilitation skills recognized across the industry. 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.

The program equips you to skillfully facilitate any meeting or event with confidence, adapt your style with agility to get the most out of the event and the participants, and navigate complex topics and group dynamics with clarity and ease.

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

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

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Training Delivery and Facilitation, Communication

Level: Capable

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

Roles: Independent Consultant, Trainer/Facilitator

Members Save $300

REGISTER

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 three-day program, you'll benefit from learning from one of the field's top AI experts, who is 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.
- Learn how to create content and chatbots to support performance.
- Understand the coming shift to performance support using AI.

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

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

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: 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

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. As you master each skill, you will get valuable tips and feedback from your facilitator and peers and discover best practices for managing your e-learning course, including duplicating content and lessons, managing settings, and publishing review and final versions. You will leave the program equipped to author e-learning program content right away. *Participants will need* <u>access to Rise 360</u> *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

**Explore this and all ATD courses at <u>td.org/explore-courses</u>.**

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Technology Application

Level: Informed

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 APTD® Recertification Points

14 CPTD® Recertification Points

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

14 PDCs toward SHRM-CP and SHRM-SCP recertification

Explore this and all ATD courses at <u>td.org/explore-courses</u>.

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

"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

22 | ATD Education Course Catalog

Find the right course for you. Visit <u>td.org/explore-courses</u> or call 855.830.2783. | 23

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.

With hands-on practice, expert facilitation, and peer collaboration, you'll apply what you learn to develop a short e-learning course. By the end of the program, you'll be equipped to implement these advanced techniques in your own projects with confidence.

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 APTD® Professional Development Hours or Recertification Points

14 CPTD® Professional Development Hours or Recertification Points

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

14 PDCs toward SHRM-CP and SHRM-SCP recertification

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

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

Blended Learning Certificate

Go beyond traditional classroom learning.

Learn to incorporate a mix of delivery methodologies to reach your learners at their moment of need. This blended learning training program models the concepts taught in the workshop. You'll begin with a pre-work assignment that you'll continue working on throughout the course. Later, you'll reconvene with your cohort in an online session following the classroom-based workshop. By adapting your own training program to a blended format as the course unfolds, 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 innovative learning technologies to design effective blended solutions.
- Design a complete blended learning program using an ATD-exclusive process and templates.
- Anticipate and navigate the challenges associated with blended learning.

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

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

DETAILS

Recognition: ATD Certificate of Completion

Capability Areas: Consulting and Business Partnering, Instructional Design

Level: Capable

Format: Live Online, 15 hours; Face-to-Face, 2 days

Roles: Instructional Designer, Trainer/Facilitator

Members Save $300

REGISTER

Change Management Certificate

Become a change leader, facilitator, and communicator.

Change is a key part of talent development (TD). Every learning initiative requires some level of organizational change regardless of whether it is a formal change project. But change isn't easy, and most change initiatives fail. The question is why? To understand change, you need to understand the people and organization that are affected. As TD professionals, we are accountable for training and nurturing our colleagues so that they can be their best selves at work. This is never more critical than during change.

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 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

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

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

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. You will leave this program better equipped to help individuals succeed by leveraging their natural strengths.

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 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

17 Core Competency Units and 3 Resource Development Units toward International Coach Federation certification and recertification

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

"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

26 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 27

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. The five phases of the process lay out a practical, step-by-step method for addressing a consulting project, beginning from initial contact through the final step of process improvement.

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. You will leave the program prepared to establish strong client partnerships, overcome obstacles and resistance, and build your consulting credibility to influence decision making.

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

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

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

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.

The ATD LEADS model, an exclusive model based on industry-leading research and best practices, serves as the foundation for the course. Using the model as a guide, we will explore all the components necessary to build a successful program, from establishing organizational readiness and analyzing various assessment models to evaluating leadership competencies and behaviors and their relationship to your organization's workforce needs. Six case studies allow you to learn from other organizations that have implemented leadership development programs. This course addresses identifying candidates and designing developmental opportunities, including creating learning events. You will also learn how to sustain programs by demonstrating their impact on the bottom line.

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

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

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

DEI in Talent Development Certificate

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

Fostering a diverse, equitable, and inclusive workforce and workplace involves awareness of and appreciation for different perspectives, backgrounds, customs, abilities, and behavior norms. Talent development professionals are in a unique position to ensure that every employee in their organization is respected and engaged and that their organization realizes the significant benefits of an inclusive approach.

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

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

"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

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

Designing Training Videos Certificate

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

Talent development professionals are increasingly called on to create training video content that extends learning in the classroom and beyond. Yet, a lot of training videos are little more than recorded presentations that are both hard to follow and easy to forget. This unique program combines instructional design and media skills to equip you to design engaging, memorable training videos that promote learning. The focus of this program is on the content side of production.

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

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

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

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

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

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

Evaluating Learning Impact Certificate

Demonstrate the results of your talent development investments.

Measure the success of any talent development program using a proven evaluation methodology that includes a five-level evaluation framework. This comprehensive and scalable methodology will provide you with a simple, practical process, guiding principles for standardization, and a sustainable implementation strategy.

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 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

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

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

CERTIFICATE COURSES

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. You will actively engage in creating professional quality film footage throughout this hands-on program—mastering how to balance quality and speed. Learn to frame and capture crisp footage, make it flow, and edit content into a polished training video that maximizes learner engagement. By using professional best practices and trusted techniques, your training videos will be clearer, smoother, and more refined. 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

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

Human Performance Improvement Certificate

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

Human performance improvement (HPI) is at the heart of talent development. As a results-based systematic process, HPI is used to identify, analyze, and address performance problems in the workplace and gives the TD professional a proven methodology to tackle performance gaps. This course provides you with an understanding of HPI and the powerful role it plays in the development of our workforces.

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

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

34 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | **35**

Instructional Design Certificate

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

As an instructional designer, you have the power to change organizational results by designing learning experiences that give participants the knowledge and skills needed to perform their jobs well. To be an effective instructional designer, you need a structured, step-by-step design process that you can rely on to create outcome-based training.

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 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

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

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.

Through hands-on projects, peer collaboration, and expert feedback, you'll build a ready-to-use toolkit for creating purposeful, measurable, and mission-aligned learning experiences. Whether you are enhancing regulatory programs, modernizing onboarding, or supporting interagency initiatives, this course prepares you to lead with learning engineering principles that drive real-world results for the public sector.

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 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

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

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Instructional Design

Level: Capable

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

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

Members Save $300

REGISTER

Integrated Talent Management Certificate

Match your talent strategy to your organizational objectives.

Managing talent with a coherent strategy is an important responsibility for the talent development professional. 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.

Learn practical methods for taking an integrated approach to developing a talent management strategy. 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.

Discover the blueprint you'll need to align your human capital processes with organizational strategy to ensure 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

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

"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

Leading in Talent Development Certificate

Step confidently into the role of a strategic learning leader.

Acquire advanced skills to develop others and drive business success as a strategic learning leader in talent development. Tailored for talent development leaders with prior management experience, this program facilitates the shift from team management to strategic leadership. You will develop a systems thinking approach, focusing on the impact of your contributions to learning, and master key competencies in business acumen, organizational systems, and performance support. The curriculum emphasizes actionable skills for leading individuals, teams, and the organization, fostering team growth and aligning learning strategy with business objectives. Key benefits include a balance of conceptual and practical knowledge, enhanced strategic influence, and leadership development at all levels within the talent development function and the broader organization.

WHY YOU SHOULD ATTEND

- Build the skills to lead effectively from within talent development to influence across levels and drive results for the organization.
- Identify how to elevate beyond your role and strategically drive the business forward, using learning as a lever to increase performance.
- Apply systems thinking to strategic leader role to connect the business to learning strategy.

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

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

DETAILS

Recognition: ATD Certificate of Completion

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

Level: Capable

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

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

Members Save $300

REGISTER

Learning Technologies Certificate

Maximize your talent development initiatives with the right technology and tools.

From learning management systems to virtual classroom platforms to e-learning tools, learning technologies big and small are essential for modern training initiatives. A learning technology ecosystem includes these platforms, tools, and more. We define the ecosystem as the various learning technologies and infrastructure used to execute an organization's talent and development strategy.

This course will give you the knowledge and tools to source and evaluate learning technologies as well as the knowledge and skills you need to conceptualize a holistic learning technology ecosystem. We'll explore e-learning and learning delivery software, data standards, user experience design, extended reality, artificial intelligence, and accessibility considerations. This program will provide you with access to ATD-exclusive templates and tools you can apply immediately to develop your own learning technology ecosystem architecture.

WHY YOU SHOULD ATTEND

- Discover common practices and approaches for identifying, selecting, implementing, and maintaining learning technologies that will enhance your learning and talent strategies.
- Get techniques for assessing, defining, and articulating technology requirements.
- Learn how to configure and support a learning technology ecosystem that meets your organization's needs along with its talent development goals.

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

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

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Technology Application

Level: Capable

Format: Live Online, 14 hours

Roles: Learning Technologist, Instructional Designer, Talent Development Manager

Members Save $300

REGISTER

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? Transitioning from an individual contributor to a talent development manager can be a complex journey, filled with new responsibilities and expectations. Whether your new team consists of just one or two members or spans across a larger department, you now play a pivotal role in shaping success beyond your own contributions. 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 this transition successfully.

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. As you explore the complexities of leading in talent development, you'll gain valuable insights and tools necessary to drive success for yourself, your team, and your organization. By the end of the program, you will emerge as a capable leader, ready to tackle the challenges of a talent development management role and make a meaningful impact.

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 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

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

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

40 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 41

Measuring Return on Investment Certificate

Use ROI to demonstrate the real value of talent development.

Show the value of talent development initiatives using the measures that matter to your leaders and executives. To remain relevant, you must know how to answer two questions before they are asked. First, how do you know the impact you are claiming is due to your initiative and not something else? Second, how do you know the initiative was a good investment of resources? This course will show you how to answer both questions using the language and measures leaders expect and respect. Beyond addressing just training programs, you'll learn to answer these questions for talent development, organization development, human resources, technology, change, or quality solutions.

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

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

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

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 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

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

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.

Needs assessment is an essential task in identifying, deciding upon, and developing talent development solutions. A needs assessment uncovers the cause of performance gaps, and the results provide a roadmap for the talent development professional to create targeted solutions that achieve desired outcomes at both the individual and organizational levels.

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 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

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

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

"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

New Employee Onboarding Certificate

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

Employee onboarding programs are among the most common training offerings that talent development professionals oversee. Effective programs to orient and prepare staff are not only essential to individual success, but they also position the organization to attract, retain, and develop top talent. However, many onboarding programs are a disconnected set of presentations and meetings that lack cohesion and measurable outcomes.

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 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

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

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

44 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 45

Project Management Certificate

Run your learning projects efficiently and with greater impact.

If you work in talent development, you are more than likely running projects all day every day. These projects may include creating or updating training programs, partnering with your IT department to implement a new technology platform or tool, such as a virtual learning platform or a learning management system (LMS), or overseeing an organization-wide learning initiative, such as a leadership development program. As talent development continues to grow and change to meet learner needs, having a systematic project management approach enables you to successfully oversee projects with increasing complexity and 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. Whether you work within a talent development department or organization or as an independent consultant, becoming a skilled and capable project manager makes you a valuable asset to the team you support.

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

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

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

Test Design and Delivery Certificate

Develop reliable tests for training, certification, and management decision making.

Learning professionals use tests for a variety of reasons, yet the guidelines and best practices for developing reliable and valid tests are not widely known. This program, offered in partnership with ACT Inc., provides a comprehensive approach to ensuring your tests measure what they claim to measure, both consistently and reliably.

Through examples and application exercises, learn the entire test development and delivery process, including planning the test, creating test items, creating the test form, delivering the test, and evaluating the test. Ample time will be dedicated to item-writing so you can gain experience generating well-crafted test items. Learn from facilitators who are real-world consultants whose professional focus is to help organizations improve their testing practices.

WHY YOU SHOULD ATTEND

- Gain a systematic approach for developing and administering tests that will meet your organization's needs and follow professional standards.
- Develop tests that do not put your organization in legal jeopardy.
- Become knowledgeable in testing best practices to increase your credibility within your organization.

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

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

DETAILS

Recognition: ATD Certificate of Completion

Capability Areas: Performance Improvement, Instructional Design, Evaluating Impact, Training Delivery and Facilitation

Level: Capable

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

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

Members Save $300

REGISTER

Training and 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 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

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

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

"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

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. Gain the confidence to deliver dynamic, engaging instructor-led sessions—supported by hands-on practice and personalized feedback. During the course, you'll do a deep dive into adult learning principles and discover how to apply them effectively to improve training outcomes. You will understand how to design compelling, learner-centered experiences that boost participation, increase knowledge retention, and inspire meaningful behavior change

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 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

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

DETAILS

Recognition: ATD Certificate of Completion, Digital Badge

Capability Areas: Training Delivery and Facilitation

Level: Capable

Format: Live Online, 14 hours; Face-to-Face, 2 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 APTD® Professional Development Hours or Recertification Points

35 CPTD® Professional Development Hours or Recertification Points

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

35 PDCs toward SHRM-CP and SHRM-SCP recertification

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

Virtual Instructional Design Certificate

Design engaging training for the virtual classroom.

Intentional and thoughtful instructional design is necessary for successful virtual learning events. Well-designed virtual experiences (specifically, instructor-led synchronous experiences), supported by well-designed materials, keep learners motivated and engaged throughout the learning experience.

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

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

50 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 51

Virtual Training and 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

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

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

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. By mastering these writing skills, you'll gain credibility and a competitive edge as you need to create learning content that educates, communicates, and engages.

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

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

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

CERTIFICATE COURSES

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**.

Agile Project Management Training for L&D Workshop

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

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

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

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. The workshop culminates in a live showcase where you'll share your AI-powered work products with your peers, showcasing your new skills and innovative approaches.

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

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

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]

AI for Talent Development Workshop

Discover the power of AI through playful practice.

Discover how AI can become your most valuable partner in learning and talent development with ATD's immersive AI in Talent Development Workshop. Designed for L&D professionals, HR leaders, and talent strategists, this workshop equips you to confidently apply AI as your digital assistant—streamlining workflows, enhancing learning personalization, and accelerating development initiatives across the employee lifecycle. You'll explore real-world applications of AI in areas like onboarding, coaching, content creation, and performance support. Through guided activities and peer collaboration, you'll learn how to evaluate and implement AI solutions effectively in your organization. The workshop also covers how to develop internal AI safety policies, address risk and compliance concerns, and ensure the ethical and responsible use of AI. The experience culminates in a practical showcase where you'll present your AI-enabled talent development plan—demonstrating your ability to turn strategy into action. Walk away with actionable insights, tools, and the confidence to lead AI innovation with purpose and impact.

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

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

DETAILS

Capability Areas:
Technology Application

Level: Informed

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

Roles: Talent Development Manager, Training/Talent Development Coordinator

Members Save $250

[REGISTER]

WORKSHOPS

Creating a Skills-First Strategy for Your Organization Workshop

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

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

DETAILS

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

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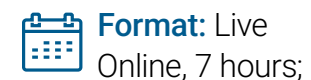
Format: Live Online, 7 hours; Face-to-Face, 1 day

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

Members Save $250

REGISTER

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

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

DETAILS

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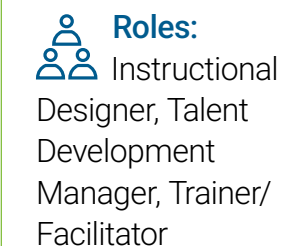
Level: Informed

Format: Live Online

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

Members Save $250

REGISTER

WORKSHOPS

Teaching to Training Workshop

Gain the confidence to transition from the K-12 classroom to talent development.

Leverage your knowledge and experience from the K-12 classroom to transition seamlessly into an instructional designer, or similar job, in the talent development field. This workshop is an introduction to the instructional design role and provides career planning with practical steps to make the career shift. During the workshop, you will gain a clear understanding of what an instructional designer does by reviewing key design frameworks, models, and techniques for developing content specifically aimed at adult learners and discover how this role connects with others in the field. You will learn how your current skills map to this new position and what skills you need to be successful. At the end of the workshop, you will create a strong resume, build your personal brand and social media presence, and receive valuable networking tips so you can begin applying for jobs.

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

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

NEW

Using AI Assistants to Power Productivity Workshop

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

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

WORKSHOPS

60 | ATD Education Course Catalog

Find the right course for you. Visit td.org/explore-courses or call 855.830.2783. | 61

An Innovative Approach to Self-Paced Learning

Led by expert facilitators, these 45-minute courses will cover knowledge and skills from each of the 23 capabilities from ATD's Talent Development Capability Model™. Build new skills quickly and stay on top of the latest talent development trends at your own pace and at a time that fits your schedule with the ATDYou Learning Library.

ATDYou Learning Library courses feature content applicable to almost any role. These courses, such as *Adult Learning: Theory to Practice*, *Design Thinking for Instructional Design*, *Selecting & Implementing Learning Technologies*, and *Introduction to Artificial Intelligence and Extended Reality for Learning Professionals* align with knowledge and skills from the Talent Development Capability Model. As time goes on, additional courses will be added to the library to meet the ever-changing needs of talent development professionals.

Visit td.org/atdyou to learn more and gain access.

REGISTER

ATDYou Courses

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.

Get ATDYou courses individually or save with the entire library.

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.

Individual Courses

Get your favorite courses individually for as low as $295 per course—or get the entire library for less than the cost of three courses!

Here are just some of our new individual courses:

- Fostering Teamwork and Collaboration
- Creating a Positive Learning Environment
- Engaging and Managing Participants
- Facilitation Styles & Techniques
- Instructional Design Models & Processes
- Managing Conflict

Visit **td.org/atdyou-individual** to learn more and gain access.

Get ATDYou courses individually or save with the entire library.

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.
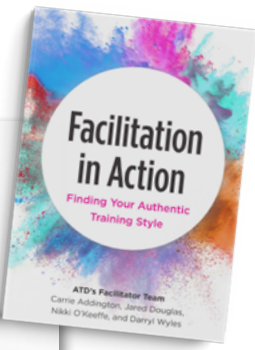
Co-Authors of ATD's Facilitation in Action

Carrie Addington

Jared Douglas

Nikki O'Keefe, APTD®

Darryl Wyles, CPTD®

Meet Some of Our Facilitators

Tonya Wilson

Bahaa Hussein, CPTD®

Kiran Mohan

Elaine Biech

Koko Nakahara, CPTD®

Patti Phillips, PhD, CPTD®
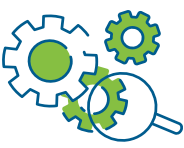

Jonathan Halls

Rita Bailey

Train Your Team in 2025

Reinvigorate your team and boost retention by investing in team training programs that help employees or individuals learn and grow. When you work with ATD Enterprise Solutions, we'll partner with you to find the right fit for you and your team to start 2025 off strong.

Complimentary Needs Assessment
Together, we can determine which courses are right for your team.

Facilitator Fit Selection
We will match the best facilitator to your organization based on your unique needs.

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.

atd ENTERPRISE SOLUTIONS

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, in-person learning is offered across the country and around the globe. In-person courses include:

- Training and Facilitation Certificate
- Instructional Design Certificate
- ATD Master Trainer® Program
- Coaching Certificate
- Change Management Certificate
- Consulting Skills Certificate
- And more!

Join us in the new ATD learning center at our headquarters, just outside Washington, DC, and in these select cities for our most popular certificate programs:

Alexandria, Virginia	New York, New York
Atlanta, Georgia	Phoenix, Arizona
Chicago, Illinois	San Francisco, California
Dallas, Texas	Washington, DC
Las Vegas, Nevada	

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

167229585I