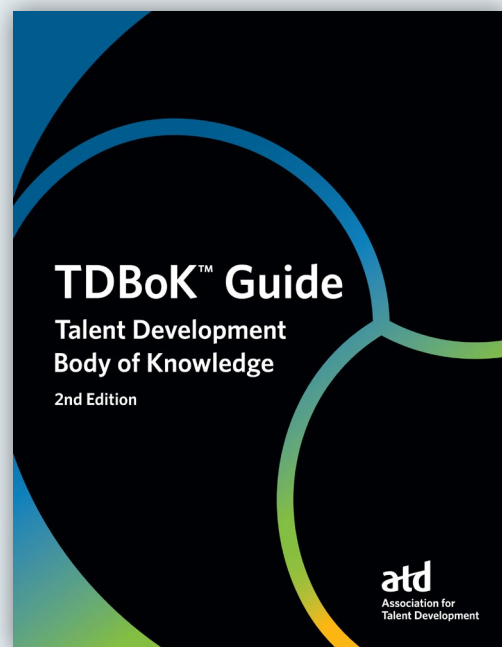# TDBoK™ Guide, Second Edition— What's Changed?

About the *TDBoK Guide*

The *TDBoK™ Guide: Talent Development Body of Knowledge*, second edition, explores the 23 key capability areas outlined within the Talent Development Capability Model™, the framework that tells talent development (TD) practitioners what they need to know and do to develop themselves, others, and their organizations.

TDBoK™ Guide
Talent Development Body of Knowledge
2nd Edition

atd
Association for Talent Development

First to Second Edition Changes

For the *TDBoK Guide*, second edition, ATD incorporated updates and enhancements that align to contemporary TD practices, cover new needs of today's professionals, and address shifts in the field and society. We integrated research, literature reviews, analytics, expert input, and customer feedback to generate the insights necessary to review and update the content.

Six capabilities were chosen for a targeted content review:

Technology Application. Updates include expanded information about selecting, integrating, managing, and maintaining learning platforms and artificial intelligence.
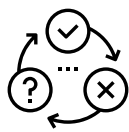
Change Management. Concepts are now aligned to recently updated International Coaching Federation (ICF) and ATD Change Management models, adding several new theories, models, and approaches.

Data and Analytics. Updates include an expansion of the steps required to gather, organize, and analyze data. In addition, specific steps for data storytelling were added to this capability.

Cultural Awareness and Inclusion. Updates align to significant changes at the societal, organizational, and individual level. *Inclusion* is renamed *diversity, equity, and inclusion (DEI)* to allow for the expansion of information across those three dimensions.
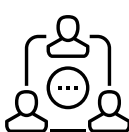
Talent Strategy and Management. Updates include expanded content related to talent sourcing, succession planning, and the distinction between talent acquisition and TD, in the context of workforce and talent retention changes driven by the global pandemic.

Future Readiness. Updates include anticipating the workplace of the future and environmental scanning, and references to virtual collaboration tools were expanded.

ATD also added and clarified definitions in the glossary, standardized the use of frequently used terms, enhanced the clarity of phrasing, improved internal cross-references, and updated the recommended reading list to improve the overall searchability and usability of the resource.

For additional information:
Visit **td.org**.

atd
Association for Talent Development