

ATD 2026 International Conference & EXPO

Tracks & Areas of Focus

- **Career Development (Content Track 1)**

- *This track is designed for those interested in personal career growth as well as those creating career development programs for others. Sessions will emphasize either the skills, capabilities, and models for working with others to advance their careers, or they will emphasize skills and capabilities needed to advance participants' own careers.*

- Career Development Models/Programs
- Career Paths
- Consulting
- Foundational Skills Development
- Job Search and Career Transition
- Personal Branding
- Resilience/Agility

- **Future Readiness (Content Track 2)**

- *This track helps professionals build the insights and strategies needed to prepare their organizations for future challenges and opportunities.*

- Future Skills
- Global Workforce
- Innovation and Strategy
- Internal Mobility
- Learning Agility
- Predictive Analytics
- Reskilling and Upskilling

- **Instructional Design (Content Track 3)**

- *This track explores trends and topics related to analyzing learning and performance needs, and designing effective instructional programs, materials, and experiences to address those needs. It also focuses on how to identify learning needs and design effective programs, materials, and experiences to improve performance.*

- Accessibility
- Design Thinking
- Designing Experiential Learning
- Designing Train-the-Trainer
- Developing Content, Materials, and Activities
- Instructional Design Models
- Learning Transfer
- Microlearning
- Needs Assessment
- Working with SMEs

- **Leadership and Management Development (Content Track 4)**
 - *This track is designed for learning professionals responsible for developing leaders and managers within their organizations.*
 - Communication and Feedback
 - Developing First-Time Leaders
 - Developing Organizational Leadership Development Strategies
 - Emotional Intelligence
 - Ethics in Leadership
 - Executive Development and Coaching Programs
 - Global Leadership
 - Team Building and Collaboration
- **Learning Sciences (Content Track 5)**
 - *This track helps learning professionals understand how people absorb, retain, and use knowledge, skills, and behaviors to improve workplace performance and apply evidence-based methods to learning design.*
 - Attention, Engagement, and Motivation
 - Behavior Change
 - Cognitive Load
 - Emotion
 - Global Perspectives
 - Learning Retention
 - Learning Theories and Approaches
 - Memory and Learning
 - Metacognition and Transfer
 - Research and Practice
 - Skill Building and Habit Formation
- **Learning Technologies (Content Track 6)**
 - *This track explores how L&D professionals leverage tools, platforms, systems, applications, and software to empower and shape the future workforce.*
 - Artificial Intelligence
 - Augmented Reality and Virtual Reality
 - Data and Analytics / xAPI
 - Digital Content Creation
 - Games and Simulations
 - Implementation/Management
 - LMS/LXPs/Platforms
 - Performance Support
 - Procurement
- **Managing the Learning Function (Content Track 7)**
 - *This track is designed for learning professionals and department managers responsible for successfully leading a training team or program. It provides the*

essential knowledge, skills, and strategies needed to effectively manage, develop, and support learning teams.

- Business Alignment
- Consulting and Business Partnering
- Global Virtual Teams
- Knowledge Management
- Managing Training Programs
- Performance Consulting and Performance Improvement
- Project Management
- Running a Department of One
- Staffing and Resources

- **Measurement & Evaluation (Content Track 8)**

- *This track focuses on strategies, practices, and systems to evaluate and assess the impact of learning and talent management interventions, programs, and organizational learning initiatives.*

- Data & Analytics
- Data Literacy
- Data Storytelling
- Evaluating Learning Impact
- Evaluation Metrics and instruments
- Global Benchmarking
- ROI

- **Personal Leadership Capabilities (Content Track 9)**

- *This track is designed for those interested in developing their personal leadership and management skills. Sessions will emphasize the essential interpersonal skills and foundational capabilities that talent management and professionals must cultivate to succeed in their professional roles.*

- Coaching
- Collaboration
- Communication
- Compliance and Ethical Behavior
- Emotional Intelligence and Decision Making
- Influence

- **Sales Enablement (Content Track 10)**

- *This track will explore trends and topics shaping the development of sales talent.*

- AI Integration for Sales Enablement
- Delivering Sales Training
- Measurement on Enablement Programs
- Sales Coaching/Mentoring
- Sales Leader/Manager Development
- Sales Talent Selection and Development

- Sales Tools, Technology, and Process Improvement
- **Talent Strategy & Management (Content Track 11)**
 - *This track is for those interested in organizational development, shaping organizational culture, and guiding the employee lifecycle and experience.*
 - Change Management
 - Coaching and Mentoring Programs
 - Culture
 - Diversity, Equity, and Inclusion (DEI)
 - Employee Engagement
 - Employee Wellness and Wellbeing
 - Knowledge Management in Talent Strategy
 - Organizational Development
 - Performance Management
 - Recruitment and Retention
 - Succession Planning
 - Supporting Frontline Workers
 - Talent Acquisition and Onboarding
- **Training Delivery & Facilitation (Content Track 12)**
 - *This track focuses on selecting or developing the right delivery methods to transfer knowledge and skills, ensuring that learning is engaging, effective, relevant, and applicable.*
 - Cross-Cultural Training
 - Facilitating Learning Activities
 - Facilitation (In-Person, Hybrid, and Virtual)
 - Learner Engagement
 - Presentation Skills
 - Storytelling
 - Train-the-Trainer
- **Government (Industry Track 1)**
 - *This track covers the unique issues of training and talent development in federal, state, and local agencies, and includes focusing on modernizing talent development, fostering innovation, and preparing for the future of work.*
 - Digital Transformation in Government
 - Evaluating Learning Impact in Government
 - Leadership Development in Government
 - Modernizing Learning Infrastructure in Government
 - Modernizing Talent Management in Government
- **Healthcare (Industry Track 2)**
 - *This track examines trends and topics that shape healthcare managers and trainers as they strive to create next-generation healthcare environments through learning, talent development, and cultural transformation.*

- Digital Transformation in Healthcare
- Employee Experience in Healthcare
- Healthcare Training Fundamentals
- Leadership Development in Healthcare
- Managing Disruptions and Change in Healthcare