

Understanding the Talent Development Capability Model



DOMAINS OF PRACTICE

Talent development knowledge and skill have been organized into three domains of practice that are applicable to all roles: Building Personal Capabilities, Developing Professional Capabilities, and Impacting Organizational Capabilities.

CAPABILITIES

What TD professionals need to know and be able to do has been organized into 23 capabilities within the three domains. Knowledge and skill statements across these capabilities outline the specific content required for the successful and effective practice of talent development. Individuals can self-assess against these statements to identify their personal knowledge and skill gaps.

WHAT IS THE TALENT DEVELOPMENT CAPABILITY MODEL?

The new Talent Development Capability Model, developed by ATD, is a framework to guide the talent development profession in what practitioners need to know and do to develop themselves, others, and their organizations. It is a blueprint for impact.

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

Who Is This Model For?

- Current talent development professionals
- Those seeking entry into the field
- Managers of the talent development function
- Organizational leaders seeking to leverage talent development for organizational effectiveness.

How Can the Model Be Used?

The Talent Development Capability Model can be applied in various ways by a diverse set of stakeholders.

- Individuals can use it to explore job or career expansion, identify knowledge or skill gaps, or to prepare for certification.
- Academic institutions, professional groups, and others involved in education can benchmark and align their curricula.
- TD managers and leaders can use it to establish what roles to fill and which sets of skills are required of their staff.
- Organizations can use it to identify the ideal talent development function that is structured to meet both the needs of their workforce and the goals of their business.