

**ATD 2025 OrgDev Conference**  
**Call for Proposals**  
**Knowledge Levels**

**Knowledge Levels:**

- **Beginner:** New to the industry; new to this topic; little to no skills in focus area.
- **Intermediate:** 1-3 years in the industry; know little to some information about this topic; little to some skills in this focus area.
- **Advanced Practitioner:** 5+ years in the industry; looking for a refresher or new perspective; very knowledgeable in this topic.