

Appendix

Sample ATD Capability Model Self-Assessment Data

ATD Houston Capability Self-Eval (N=98)		
Domain	Capability	Avg Proficiency Score
Building Personal Capability	Average Proficiency Across Domain	60.90%
	Lifelong Learning	73.10%
	Communication	63.40%
	Cultural Awareness and Inclusion	58.70%
	Emotional Intelligence and Decision-Making	58.60%
	Project Management	58.60%
	Compliance and Ethical Behavior	58.20%
	Collaboration and Leadership	55.50%
Developing Professional Capability	Average Proficiency Across Domain	47.70%
	Training Delivery and Facilitation	67.30%
	Instructional Design	51.60%
	Learning Sciences	48.00%
	Evaluating Impact	44.90%
	Coaching	43.40%
	Knowledge Management	43.10%
	Technology Application	41.20%
Impacting Organizational Capability	Average Proficiency Across Domain	44.60%
	Consulting and Business Partnering	54.00%
	Business Insight	49.40%
	Performance Improvement	45.90%
	Organization Development and Culture	45.70%
	Future Readiness	43.80%
	Data and Analytics	39.70%
	Change Management	38.80%
	Talent Strategy and Management	38.50%
		51.40%
Top 5 Capabilities		
Bottom 5 Capabilities		

Examples of ATD Houston 2022 Events

Proposed Topic	Event Title	ATD Capability Model
1. Hybrid Workforces	Managing The Hybrid Workforce - Webinar	Performance Improvement
2. Classroom Training (Redesign)	Revealing Unconscious Language Code to Create more Inclusive Talent Development - Webinar	Performance Improvement, Instructional design, Training Delivery
3. Training the Expanded Talent Pool	From Manager to Leader: Developing the Strengths You Need to Inspire, Elevate, Expand and Create Change - General Meeting	Performance Improvement, Managing Learning Programs, Integrated Talent Management, Change Management
	Managing The Team You Just Inherited - Webinar	Performance Improvement, Integrated Talent Management, Coaching, Change Management
4. Credentialing and Accreditation	Everything You Wanted to Know About ATD Certifications (CPTD and APTD) - Webinar	Building Personal Capability and Developing Professional Capability
5. Application of AI Technology	The Metaverse - Webinar	Future Readiness, Technology Application
6. Operations before Experience (People/Structure/Processes/Technology)	Leading with Emotional Intelligence – Webinar	Building Personal Capability
7. LearnOps (Utilizing data, analytics, and technology to manage learning operations and measure success)	Future Ready your Workforce - General Meeting	Integrated Talent Management
	Putting the FUN Back in Strategic Planning - General Meeting	Impacting Organizational Capability, Building Personal Capability, Developing Professional Capability
Alternates:		
Managing the Great Resignation	ATD Houston/HODN 2022 Joint Panel: The Great Reset - Navigating the Challenges - General Meeting	Business Insight, Organizational Development & Culture, Talent Strategy and Management, Change Management
ESG		
Talent Management – the new landscape		