



Learning Strategy Department Leader



Rachael Dougherty, APTD®

Director

Colleges, Universities, and Professional Schools

Role Level

Department Leader

Key Skills

Communication! I'm always using some form of communication, verbal and nonverbal.

TD Team Size

2 members

Company Size

800

TD Tenure

9 years

Biggest Challenges

Lack of funds and personnel

What is the BEST part of your job?

I get to create new opportunities for the employees at my college. This allows me to meet new people constantly and hone my skills. I can't be left behind in terms of knowledge and skills, especially in the AI revolution!

How did you get into talent development?

I was an "accidental trainer." I was good at my role but burnt out! A trainer position adjacent to my role, but with a different organization, opened up. I really wanted it because it was operations and not field work. So, I would have a normal schedule, with weekends off! After that, I discovered I was pretty good at talent development and just kept going.

Advice for people interested in the kind of role you have?

Grow your skills and never stop learning. My APTD certification got me in the door, but it's my relationship building and communication skills that keep me in the chair.

What does your typical week look like?

As a learning & development director, I don't have a typical week. My organization has numerous annual events that I am constantly working on and sourcing workshops, speakers, etc. I can be working on paperwork one day and in five meetings the next! I enjoy the variety in tasks and responsibilities that come with my position.