



**Talent Development
Capability Model™**

ENTERPRISE SKILLS
GAP ASSESSMENT



Get a Clear View of
Your Team's Skill Sets

THE ENTERPRISE SKILLS GAP ASSESSMENT is one of the Association for Talent Development's latest offerings for talent development organizations. Through a proprietary assessment that pulls aggregated data about a team's strengths and weaknesses, this service provides a baseline for your team's current talent development proficiencies.

With new insight into illuminated development areas and your team's untapped strengths, you can create a plan to increase your team's impact and meet your organization's goals.

Grounded in the Talent Development Capability Model

The Enterprise Skills Gap Assessment is built on the Talent Development Capability Model. Based on research from thousands of talent development professionals, the Talent Development Capability Model outlines the 23 capabilities needed for success today and in the future. This enterprise assessment provides insight into your team's current proficiencies across the 23 capabilities and their underpinning knowledge and skill statements.

Data-Driven Decisions

When you subscribe to this service, you can obtain assessment reports that identify your team's strengths and areas for development. These reports will help you make data-driven decisions about how to upskill your team. Don't waste time on team development where it isn't needed. The Enterprise Skills Gap Assessment will help you pinpoint where your team is strongest and where you have the biggest capability gaps to close.



How It Works

1. The team enrolls in the Enterprise Skills Gap Assessment.
2. All team members take the self-assessment.
3. Managers assess their direct reports.
4. Managers access reports that identify where team members are strong, where team members need to develop, and where there is misalignment between employee self-assessments and manager assessments.
5. Learning leaders access reports that identify where the full team is strong and where it needs to develop.
6. Learning plans are created to close individual and team skills gaps.

SUPPORT FOR YOUR FULL ORGANIZATION

Resources for Individuals

After completing the self-assessment, individuals will be able to engage with their managers in career development conversations based on their ratings in each of the capabilities. Individuals will be empowered to create a learning plan to help them achieve their development goals.

Resources for Managers

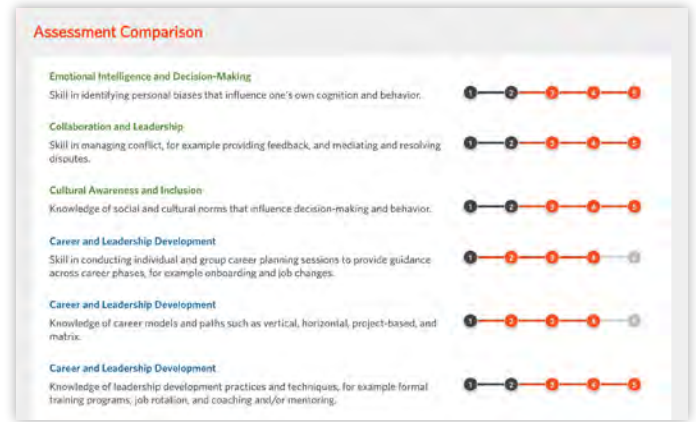
Managers have fresh insights into the strengths and skills gaps for individuals on their teams, which can help them facilitate conversations with team members to align role expectations with performance and prioritize the next steps for individual development.

Managers also get aggregate reports for their full team's current abilities, allowing them to find trends in skill strengths and identify common skills gaps. Where there are skills gaps, managers can assign learning resources and make informed decisions about development opportunities.

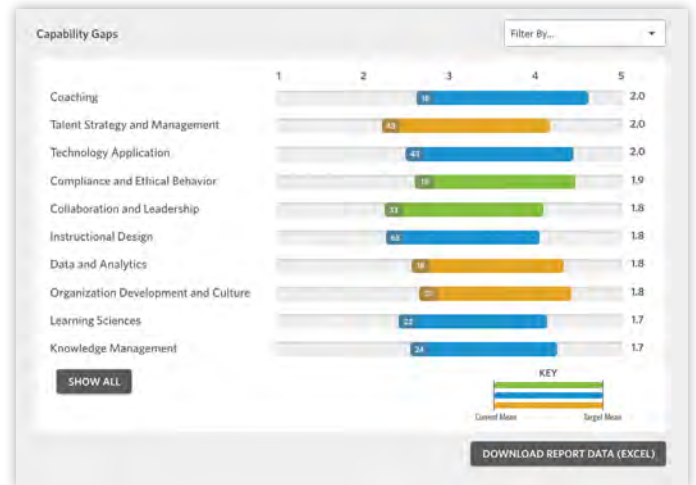
Resources for Learning Leaders

Learning leaders get aggregated data on skill strengths and development areas across the entire organization and by company-defined filters (such as role, business unit, or location) to get segmented views of the data and find trends and opportunities. Leaders can use this data to inform decisions about team planning, organization structure, and development.

Sample Report for Managers



Sample Report for Full TD Team



High-performing organizations are more likely to invest in their trainers' professional development.

Effective Trainers: Traditional and Virtual Classroom Success (ATD Research, 2020)



Help your team perform at the highest level.
Get started today at td.org/capability-model/for-teams.