



Instructional Design Individual Contributor



Kris Schaeffer, CPTD®

Consultant

Management Consulting Services

Role Level

Individual Contributor

Key Skills

- Strategy
- Change Management
- Business Savvy
- Instructional Design

TD Team Size

1 member

Company Size

1

TD Tenure

52 years

Biggest Challenges

- Getting line managers to accept role as trainer, coach, mentor
- Creating organization social support

What is the BEST part of your job?

Solving problems. Getting results. Developing skilled and inspired people.

How did you get into talent development?

Minor in education. Developed curriculum for school districts. Then pivoted to adult education. Got MBA while working as manager of OD and training. Started my consulting business 40 years ago.

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

Achieve and measure results. Develop systems, not events. Understand all stakeholders' needs. Listen deeply. Change hearts along with minds. Get out of your silo. Stay current. Keep renewing your CPTD credential.

What does your typical week look like?

Given list of projects, develop task list. Tasks include data-gathering — reading, interviewing, first person observation — analyzing, model building, writing final product which varies widely. Review meetings and revisions. Presenting webinars, executive reviews, coaching others.