



## Instructional Design Department Leader



# Beth Nastachowski, APTD®

Director, Training & Development  
*Management Consulting Services*

### Role Level

Department Leader

### Key Skills

- Strategic Planning/Prioritizing
- Creative Problem Solving

### TD Team Size

2 members

### Company Size

15

### TD Tenure

3 years

### Biggest Challenges

Understanding the  
business side of T&D

### What is the BEST part of your job?

I love being able to solve problems, either with my team or for our clients. Clients often come to us with problems they are struggling with, looking for impactful and effective solutions. I enjoy being able to collaborate with clients to find that effective solution, helping clients to feel like we are moving toward a productive solution. Similarly, I enjoy solving problems with my team as we navigate our resources, timelines, and client needs.

### How did you get into talent development?

I shifted into talent development from teaching and curriculum development in higher education. I began in student services at a higher education institution, becoming a self-taught instructional designer, then curriculum developer and administrator. Each of the different positions I held prepared me well to shift to talent development, even though that was never my plan. A few years ago, I wanted to make a shift out of higher education, and an opportunity came up to start a training department at my current organization.

### What does your typical week look like?

My week will usually include some combination of strategic discussions with other directors and executives at my organization, discussing strategic goals and our progress. I will also often work with my colleagues and/or their team to collaborate on shared initiatives. Each week also includes some collaboration and consultation with my small team to provide input and feedback on the curriculum and/or training materials they are developing. Each week I also will do some sort of creative problem solving to identify potential training solutions for clients and/or developing training materials. Less often, I'll be doing some thought leadership work, either writing blog posts, engaging in a conference, or providing input on a publication.