

BOOK CATALOG

FALL 2025



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PRESS

ATD PRESS

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Here's what's coming up!



Q1 2026



Q2 2026

Dear Readers,

We invite you to review the latest catalog of books published by ATD Press, the publishing arm of the Association for Talent Development (ATD). Serving a global community of members, customers, and international business partners in more than 100 countries, ATD champions the importance of learning and training by setting standards for the talent development profession.

The cornerstone of ATD's intellectual foundation, ATD Press offers insightful and practical information on talent development (TD), training, and professional growth. Written by industry thought leaders, our publications are perfect for students, practitioners, TD professionals, and instructors alike. They offer the guidance necessary to move the profession forward. For your convenience, titles marked with the **ca** are particularly popular for individual professionals as well as instructors teaching courses in the field.

Thank you for perusing this catalog. For more information about books, please visit **td.org/books**.

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L&D Order Taker

NO MORE!

Become a Strategic Business Partner

JESS ALMLIE

From Onboarding to Everboarding

Redefining Employee Development



Amber Watts

Building the Skills-Based Organization

A Blueprint for Transformation

Koreen Pagano

ca

Learning That Lasts

45+ Activities

Reflection Activities for Trainers and Designers

KATRINA KENNEDY

L&D Order Taker No More Become a Strategic Business Partner

Jess Almlie

Become Your Organization's Trusted Business Partners

Veteran talent development leader Jess Almlie introduces her formula for L&D professionals to become the valued strategic business partner (SBP) that leaders in the C-suite and elsewhere in an organization need and want. Almlie provides detailed guidance on how to create a new mindset and behavior, a keen understanding of the business, and a willingness to collaborate while offering targeted tools to help you succeed in each of these areas. She shares her own expertise and the wisdom of three dozen L&D pros from small, midsize, and large organizations across many industries.

Contents: How We Got Here • Why We Stay Stuck • What a Strategic Business Partner Looks Like • Understand the Business First • Build Internal and External L&D Playbooks • Identify and Partner With Key Stakeholders • Create the Learning Strategy • Master the Strategic Yes and No • Measure to Make Decisions • Develop a Team of SBPs • Find the Opportunity in Every Order • Become an SBP

Owner of Learning Business Advisor Consulting, **Jess Almlie** is the host of the *L&D Must Change* podcast.

ISBN: 9781960231260 • Product Code: 112509
Member: \$36.99 • List: \$42.99
PB • 6 x 9 • 336 pp. • September 2025

From Onboarding to Everboarding Redefining Employee Development

Amber Watts

Strengthen Your Acquisition and Retention Efforts

Shift your organization's mindset that onboarding has an exit day and embrace a culture of continuous learning via an everboarding strategy. With everboarding, you'll be able to foster long-term employee engagement and growth, accelerate performance, and strengthen your talent acquisition and retention efforts.

Use an everboarding strategy to move beyond generic checklists to create customized journeys that resonate with individual needs, jobs, and roles. You'll learn to equip managers to be continuous development partners who guide their employees throughout their careers.

Contents: Everboarding—A Must-Need Strategy • Support Systems • Personalize Onboarding • Milestones • Manager Involvement • Prepare Managers • Evaluate New Hire Success • Ongoing Support for Managers • An Environment for Self-Led Learning • Continuous Growth • Current Employees • Case Studies

Amber Watts is a global performance consultant at LinkedIn and the founder and CEO of Radical Learning.

ISBN: 9781960231284 • Product Code: 112510
Member: \$24.99 • List: \$28.99
PB • 6 x 9 • 192 pp. • September 2025

Building the Skills-Based Organization A Blueprint for Transformation

Koreen Pagano

Make Employee Skills the Currency Within Your Organization

Koreen Pagano presents the benefits of becoming a skills-based organization and guides you on how to help your organization make the shift.

Explore the different components of a skills-based organization—hiring and recruitment, organizational culture, performance management, and career development—as well as strategies for continuous improvement at the people, process, and system levels. Case studies of companies at different stages in the journey demonstrate that this is a goal actual companies are achieving.

Contents: Foreword by Kelly Palmer • Make the Case for Skills • Understand the Current Landscape • Decide How to Start • Plan and Strategize for Skills • Assess Organizational Readiness • Define Skill Data • Plan for Skill Data Collection and Analysis • Prepare Your Skills Infrastructure • Transform Hiring Practices • Cultivate a Learning Culture • Implement Skills-Based Talent Management • Empower Employees • Measure Impact and Sustain • A Skills-Based Future

Koreen Pagano, founder and CEO of Isanno, is a globally recognized product executive with deep expertise in learning technologies, skills strategy, AI, analytics, and immersive experiences.

ISBN: 9781960231741 • Product Code: 112513
Member: \$35.99 • List: \$41.99
PB • 6 x 9 • 368 pp. • October 2025

Learning That Lasts Reflection Activities for Trainers and Designers

Katrina Kennedy

Make Learning Stick Through Reflection Activities

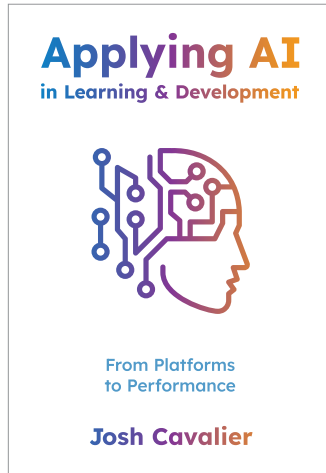
L&D expert Katrina Kennedy shares more than 45 reflective learning activities that instructional designers, facilitators, and trainers can use in face-to-face and online classrooms to create more meaningful learning experiences for a variety of contexts and participants.

Built around eight essential outcomes, this book will show you how to strengthen motivation, social connection, memory, and critical thinking skills through targeted reflection activities—all of which are adaptable for in-person or remote training situations.

Contents: What Is Reflection? • Add Reflection to Learning Experiences • Activities That Make Learning Last • Boost Motivation • Build Social Connection • Strengthen Memory • Create Deeper Insight • Assess Progress • Improve Performance • Sharpen Critical Thinking • Increase Self-Awareness

Katrina Kennedy has worked with thousands of trainers and subject matter experts for more than 25 years to produce engaging learning experiences across dozens of industries.

ISBN: 9781960231628 • Product Code: 112503
Member: \$32.99 • List: \$38.99
PB • 7 x 10 • 304 pp. • October 2025



Applying AI in Learning and Development

From Platforms to Performance

Josh Cavalier

Become an Expert AI User and Strategy Leader

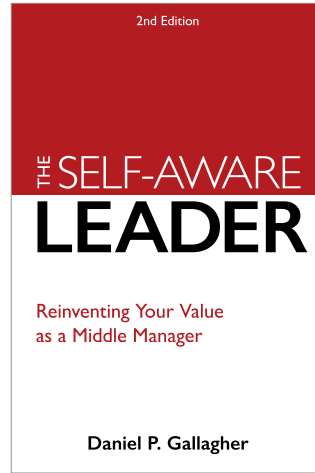
In this book, AI and performance expert Josh Cavalier shares his practical Learning and Development AI Ecosystem framework for integrating AI into your work and organization. He addresses how AI is reshaping jobs, skill development, and human performance.

Explore how AI-enabled L&D platforms can facilitate personalized learning paths, automated performance support, and real-time skills gap analysis. Learn how to craft effective prompts for learning design and use chatbots and AI assistants for help in the moment of need.

Contents: What You Need to Know About AI • The Human-Machine Performance Analyst • The AI Strategy for L&D • Privacy, Security, Ethics, and Governance • Business Platforms and Performance • AI-Enabled Learning Platforms • Content Development • Prompt Design • Workflows and Automation • Autonomous Agents • Conversational AI

Josh Cavalier is the founder of JoshCavalier.AI, a hub for resources about understanding and using generative AI, and the host of the YouTube channel and weekly live show, *Brainpower*.

ISBN: 9781960231529 • Product Code: 112511
Member: \$39.99 • List: \$45.99
PB • 6 x 9 • 388 pp. • November 2025



The Self-Aware Leader

Reinvent Your Value as a Middle Manager

Second Edition

Daniel P. Gallagher

Grow Your Self-Awareness, Reinvent Your Value

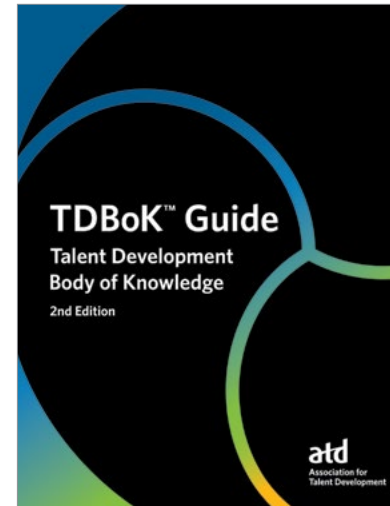
Leadership expert Dan Gallagher presents his proven, research-based, and practical Self-Aware Leader model that any middle manager—or anyone responsible for growing middle manager performance—can implement to increase leadership performance, business outcomes, and career growth. New for this edition are 24 validated behaviors and expanded exercises for applying the content. New topics include leadership health, artificial intelligence, inclusion, and the digitization of work.

Contents: The Self-Aware Leader's Advantage • A Path to Become a Self-Aware Leader • The Four Pillars of Reinvention • Professional Authenticity • Profitable Imagination • Generosity Quotient • Think Like a General Manager • Feed a Family vs. Solve World Hunger • Who You Know and Who Knows You • Connect the Dots and Spur Innovation • Models for Strategically Scaling

Founder and CEO of Gallagher Leadership, Daniel P. Gallagher is dedicated to accelerating the growth of leaders, the performance of teams, and the scaling of organizations.

ISBN: 9781960231727 • Product Code: 112514
Member: \$21.99 • List: \$24.99
PB • 6 x 9 • 224 pp. • November 2025

Start, build, and navigate your training and TD career with these foundational resources that set the standard for the TD industry. Purchase each book individually or save 15% when you buy the bundle.



TDBoK™ Guide

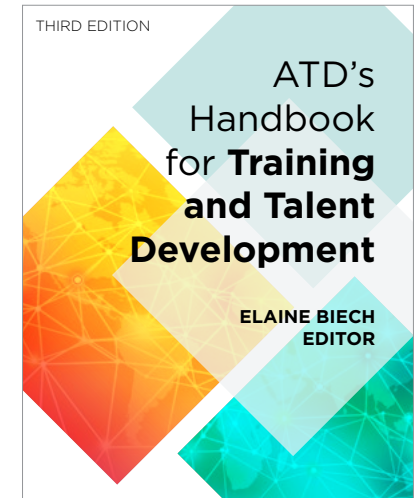
The Talent Development Body of Knowledge

Second Edition

Association for Talent Development

This comprehensive collection of talent development (TD) concepts, definitions, methodologies, and examples lays the foundation and guiding principles for those who develop talent in the workplace. Grounded in ATD's Talent Development Capability Model™ this book supports the approach that TD professionals need to develop personal and professional capabilities to influence organizational capability. The *TDBoK Guide* covers the TD field's 23 key disciplines, as well as 186 knowledge and skills that define best practices and a complete TD glossary with 650 terms. More than 100 experts contributed to this resource.

ISBN: 9781957157313 • Product Code: 112410
Member: \$114.99 • List: \$134.99
PB • 8.5 x 11 • 680 pp. • 2024



ATD's Handbook for Training and Talent Development

Third Edition

Elaine Biech, Editor

Edited by Elaine Biech, this handbook is divided into eight sections comprising 57 chapters authored by 100 expert practitioners—the brightest thinkers in the field—who share foundational and advanced perspectives and information. It offers an in-depth exploration into growing professional expertise, personal skills, virtual learning and remote work, trends affecting TD, managing organizational and career change, growing roles in TD, and understanding organizational impact and business alignment. Additional resources include 90 downloadable tools, a glossary, and references.

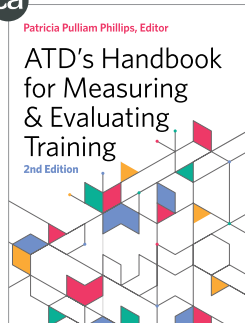
ISBN: 9781953946348 • Product Code: 112206
Member: \$114.99 • List: \$134.99
HC • 7 x 9 • 960 pp. • 2022

Bundle Product ID: 142408

Member: \$195.48 • List: \$229.48

Format: Paperback, Hardcover

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ATD's Handbook for Measuring and Evaluating Training

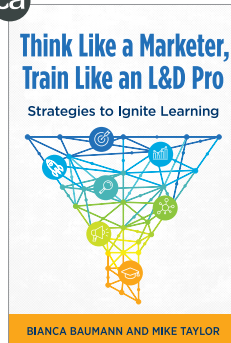
Second Edition
Patricia Pulliam Phillips, Editor

With contributions

from 30 expert practitioners, this handbook is the go-to reference for TD professionals in need of immediate M&E guidance. This edition addresses how to tell the evaluation story to business leaders, visualize data in reports, and leverage artificial intelligence.

ISBN: 9781960231246 • Product Code: 112508
Member: \$69.99 • List: \$79.99
PB • 7 x 9.1875 • 536 pp. • June 2025

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Think Like a Marketer, Train Like an L&D Pro

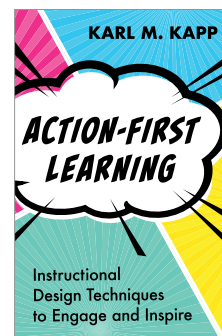
Strategies to Ignite Learning

Bianca Baumann and Mike Taylor

Explore how to use the science of marketing to make learning programs

more effective. The authors dive into essential marketing principles, strategies, and techniques that can be used to improve learning transfer. Learn how to grab an audience's attention and influence their behavior.

ISBN: 9781960231192 • Product Code: 112507
Member: \$37.99 • List: \$42.99
PB • 6 x 9 • 312 pp. • May 2025



Action-First Learning

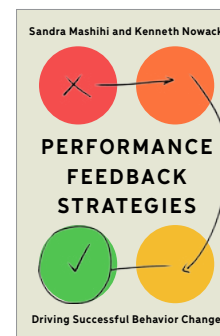
Instructional Design Techniques to Engage and Inspire

Karl M. Kapp

This book covers nine distinct types of learning experience—from card and board games,

escape rooms, and branching scenarios to augmented reality and AI-powered coaching. Learn why each design works and how to choose and execute the right kind of project for your goals.

ISBN: 9781957157924 • Product Code: 112505
Member: \$35.99 • List: \$41.99
PB • 6 x 9 • 324 pp. • April 2025



Performance Feedback Strategies

Driving Successful Behavior Change

Sandra Mashihi and Kenneth M. Nowack

Learn practical strategies and tools to deliver tailored feedback

that aligns with each employee's unique skills and interpersonal strengths to improve their performance and satisfaction. Use the authors' four-part Performance Feedback Coaching Model to close the feedback gap. Includes questionnaires, worksheets, and other tools.

ISBN: 9781957157863 • Product Code: 112504
Member: \$25.99 • List: \$29.99
PB • 6 x 9 • 256 pp. • April 2025

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Land Your Next L&D Role

Creating a Career That Works for You

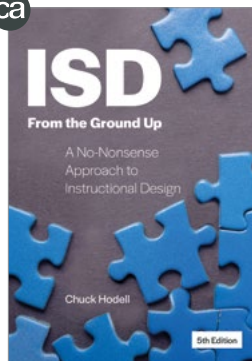
Sara Cannistra

Sara Cannistra shares tactical and industry-specific advice for how to conduct and succeed in your next job search. Get

clarity on your career goals and L&D niche. The book covers job applications, resume and cover letter writing, interviewing, and the painful topics of rejection and job searches after layoffs.

ISBN: 9781957157849 • Product Code: 112506
Member: \$21.99 • List: \$24.99
PB • 6 x 9 • 240 pp. • May 2025

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ISD From the Ground Up

A No-Nonsense Approach to Instructional Design

Fifth Edition

Chuck Hodell

This book is a comprehensive and practical handbook

about core instructional systems design (ISD) practices and principles with a practitioner's eye. Whether readers are new to or experienced in ISD, this industry staple provides the essential building blocks for ISD mastery.

ISBN: 9781957157702 • Product Code: 112502
Member: \$41.99 • List: \$47.99
PB • 7 x 10 • 356 pp. • April 2025

ca



Design for All Learners

Create Accessible and Inclusive Learning Experiences

Sarah Mercier, Editor

Written by 26 accessibility, inclusion, and L&D experts, this book will help you

create learning experiences for all people. Ensure that everyone can fully participate in the talent development and training programs you offer.

ISBN: 9781957157894 • Product Code: 112501
Member: \$59.99 • List: \$69.99
PB • 6 x 9 • 608 pp. • February 2025

Looking for Best Practices?

ATD membership gives you the latest in evidence-based strategies for developing talent across the globe.

Not a member?
Visit td.org/membership/join-atd to learn more.

10 STEPS SERIES

The ATD 10 Steps series provides proven, easy-to-follow techniques for improving your skills in business writing, mentoring, managing, coaching, and facilitating, among other topics.

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ISBN: 9781949036480
Product Code: 111909
Member: \$19.99
List: \$21.99
PB • 6 x 9
224 pp. • 2019

10 Steps to Successful Mentoring

Wendy Axelrod, PhD

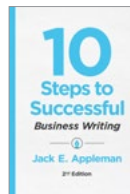


ISBN: 9781949036206
Product Code: 111908
Member: \$17.99
List: \$19.99
PB • 6 x 9
168 pp. • 2019

10 Steps to Be a Successful Manager

Second Edition

Lisa Haneberg



ISBN: 9781947308305
Product Code: 111716
Member: \$17.99
List: \$19.99
PB • 6 x 9
232 pp. • 2017

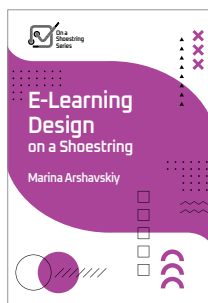
10 Steps to Successful Business Writing

Second Edition

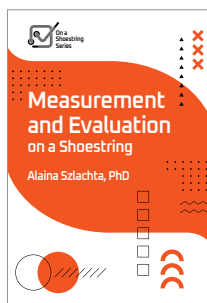
Jack E. Appleman

ON A SHOESTRING SERIES

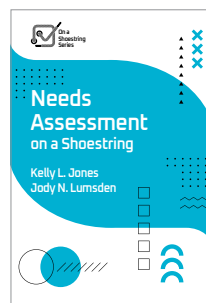
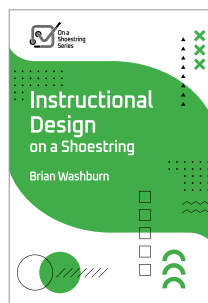
Successfully tackle core training and TD topics despite limited resources. Using the Build-Borrow-Buy approach to problem solve, this series is perfect for small companies with limited resources, departments of one or few, and less experienced TD professionals who need fast, inexpensive access to practical strategies that work.



Individual Book Member Price: \$21.99
Individual Book List Price: \$24.99
PB • 6 x 9



Member Bundle Price: \$74.76
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THE ATD WORKSHOP SERIES

The ATD Workshop Series is written for trainers by trainers. Each book includes the activities, handouts, tools, and assessments to create and deliver powerful, effective training. Topics range from change management training to time management training.



Leadership Training

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List: \$69.95



New Supervisor Training

ISBN: 9781562869694
Product Code: 111504
Member: \$59.95
List: \$69.95



Management Development Training

ISBN: 9781952157646
Product Code: 112107
Member: \$64.99
List: \$74.99



Change Management Training

ISBN: 9781607280873
Product Code: 111610
Member: \$59.95
List: \$69.95

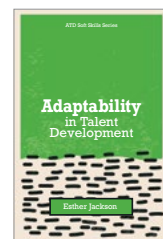


New Employee Orientation Training

ISBN: 9781562869700
Product Code: 111505
Member: \$59.95
List: \$69.95

THE ATD SOFT SKILLS SERIES

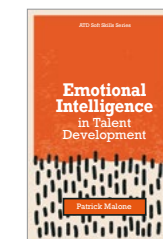
Organized into two parts, each book in the ATD Soft Skills series tackles one soft skill that TD professionals need to develop themselves, others, and their organizations. Part 1 explains the skill, its importance, and its challenges. Part 2 focuses on how to practice, build, and perfect the skill on the job. Each book features worksheets, self-reflection exercises, and best practices.



List price of each book: \$14.99
Member price of each book: \$12.99
PB • 5.25 x 8



Member Bundle Price: \$55.20
List Bundle Price: \$63.70
Product Code: 142106





ISBN: 9781953946577
Product Code: 112304
Member: \$24.99
List: \$29.99
PB • 6 x 9
208 pp. • 2023

Aligning Instructional Design With Business Goals

Make the Case and Deliver Results

Kristopher J. Newbauer

Rethink how to design instruction to meet bottom-line business goals. With his eight-step framework for measurement and evaluation-focused instructional design, Kris Newbauer offers a straightforward process for helping instructional designers and TD leaders demonstrate ROI and actualize their value. Improve your business acumen by adopting the language of your business leaders.



ISBN: 9781950496877
Product Code: 112105
Member: \$28.99
List: \$32.99
PB • 6 x 9
340 pp. • 2021

The Hard and Soft Sides of Change Management

Tools for Managing Process and People

Kathryn Zukof

This book offers practices and approaches to help you and your organization roll out, receive, and manage change effectively by integrating both the process (or the "hard") side and the people (or the "soft") side of change.



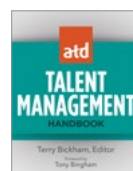
ISBN: 9781950496631
Product Code: 112007
Member: \$34.99
List: \$39.99
PB • 7 x 10
328 pp. • 2020

Proving the Value of Soft Skills

Measuring Impact and Calculating ROI

Patricia Pulliam Phillips, PhD, Jack J. Phillips, PhD, and Rebecca Ray, PhD

The authors guide you through an easy-to-apply process for using the ROI Methodology to determine the impact of efforts to develop soft skills in your organization and to secure support for such efforts.



ISBN: 9781953946492
Product Code: 112125
Member: \$49.99
List: \$64.99
PB • 7 x 9
336 pp. • 2021

ATD Talent Management Handbook

Terry Bickham, Editor

With more than 20 chapters written by more than 30 contributors, this book offers progressive thoughts on the state of talent management and how the function must adapt.



ISBN: 9781562868437
Product Code: 111814
Member: \$101.95
List: \$119.95
HC • 7 x 9
656 pp. • 2018

ATD's Foundations of Talent Development

Launching, Leveraging, and Leading Your Organization's TD Effort

Elaine Biech

Elaine Biech provides the resources you need to navigate the talent development industry and help grow your career and organization. Offering practical guidance and required information, this book should become a trusted advisor to all senior leaders.



ISBN: 9781949036220
Product Code: 111823
Member: \$69.95
List: \$84.95
PB • 7 x 9
528 pp. • 2018

ATD's Action Guide to Talent Development

A Practical Approach to Building Your Organization's TD Effort

Elaine Biech

This guide leads you through valuable concepts, designs, and ideas for defining your organization's learning foundation for the future. The genesis stems from theory, but this is real-world application and action.



ISBN: 9781562868710
Product Code: 111817
Member: \$23.99
List: \$27.99
PB • 6 x 9
208 pp. • 2018

Focus on Them

Become the Manager Your People Need You to Be

Ryan Changcoco, Megan Cole, and Jack Harlow, Editors

Introducing the ACCEL Model (accountability, communication, collaboration, engagement, and listening and assessing), this book provides the tools and know-how for managers to excel.

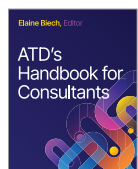


ISBN: 9781952157622
Product Code: 112104
Member: \$21.99
List: \$24.99
PB • 6 x 9
184 pp. • 2021

The Building Blocks of Sales Enablement

Mike Kunkle

Using an easy-to-apply building blocks structure, Mike Kunkle lays out a formalized strategy for what a sales enablement practice is and what it requires for optimal results.

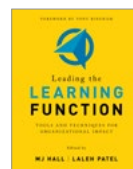


ISBN: 9781957157344
Product Code: 112402
Member: \$69.99
List: \$79.99
PB • 7 x 9
528 pp. • 2024

ATD's Handbook for Consultants

Elaine Biech, Editor

This definitive guide for all your consulting questions unpacks what it takes to run a successful consulting practice that delivers world-class solutions for clients with the benefits of a self-directed work life. Elaine Biech and her cadre of consulting professionals provide perspectives on multiple consulting career paths and industries.



ISBN: 9781950496617
Product Code: 112009
Member: \$37.99
List: \$42.99
PB • 7 x 9
368 pp. • 2020

Leading the Learning Function

Tools and Techniques for Organizational Impact

MJ Hall and Laleh Patel, Editors

Drawing upon firsthand experiences from senior practitioners, this book offers best practices, tools, techniques, and processes that successful business leaders use to develop, build, and implement their personal leadership skill sets.



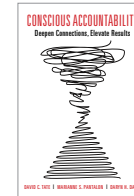
ISBN: 9781947308763
Product Code: 111903
Member: \$21.99
List: \$24.99
PB • 5.5 x 8.25
176 pp. • 2019

Peak Leadership Fitness

Elevating Your Leadership Game

Timothy J. Tobin

Tim Tobin invites you to share the lessons he has learned at the intersection of physical and leadership fitness. With the encouraging style of a trainer-coach, Tobin shares his four fitness principles to become leadership-fit.



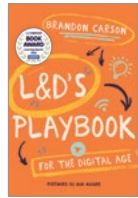
ISBN: 9781950496716
Product Code: 112201
Member: \$18.99
List: \$21.99
PB • 6 x 9
292 pp. • 2022

Conscious Accountability

Deepen Connections, Elevate Results

David C. Tate, Marianne S. Pantalon, and Daryn H. David

Use the conscious accountability CONNECT framework to better engage with your employees, team members, and peers for more meaningful connections and to realize team and organizational goals.

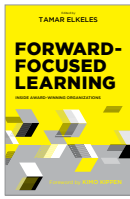


ISBN: 9781952157585
Product Code: 112115
Member: \$29.99
List: \$34.99
PB • 6 x 9
192 pp. • 2021

L&D's Playbook for the Digital Age

Brandon Carson

This book walks through how to create a new L&D playbook to develop employee skills and abilities, as well as navigate the radical and complex transformations the digital age demands. Winner of the 2022 getAbstract International Book Award for Learning Impact.



ISBN: 9781950496679
Product Code: 112013
Member: \$25.99
List: \$29.99
PB • 6 x 9
180 pp. • 2020

Forward-Focused Learning

Inside Award-Winning Organizations

Tamar Elkeles, Editor

Peek behind the curtain of proactive and high-performing organizations—like Comcast, Yahoo!, Nike, and General Mills—see how they use learning to develop their employees and business. A must-read for anyone setting learning strategy or managing the learning function.



ISBN: 9781950496525
Product Code: 112015
Member: \$15.99
List: \$18.99
PB • 6 x 9
256 pp. • 2020

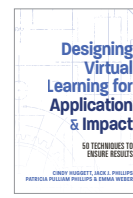
Connection Culture

The Competitive Advantage of Shared Identity, Empathy, and Understanding at Work

Second Edition

Michael Lee Stallard

This book challenges leaders to grow and strengthen their employees and organizations by fostering a culture of connection.



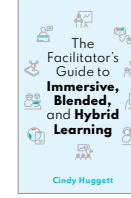
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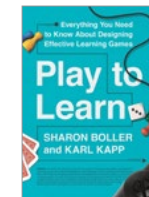
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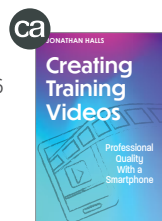
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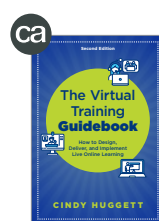
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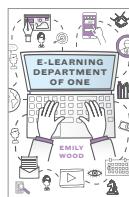
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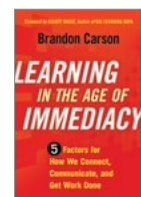


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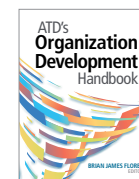
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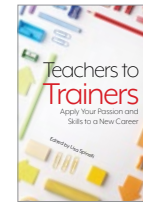
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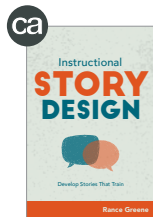
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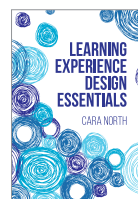


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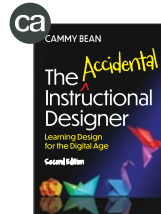


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Cara North

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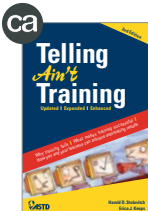
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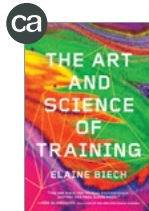
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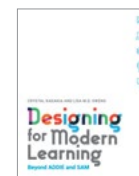
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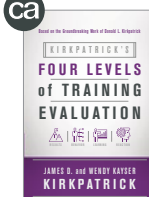
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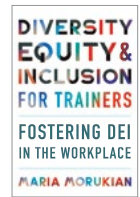


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Maria Morukian

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Carrie Addington, Jared Douglas, Nikki O'Keeffe, and Darryl Wyles

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432 pp. • 2020

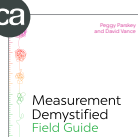
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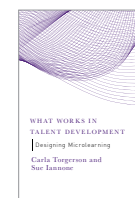
ISBN: 9781949036732
Product Code: 111915
Member: \$21.99
List: \$24.99
PB • 5.25 x 7.25
200 pp. • 2019

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Short and Sweet

Karl M. Kapp and Robyn A. Defelice

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Product Code: 111919
Member: \$29.99
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240 pp. • 2019

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Carla Torgerson and Sue Iannone

This guide for practitioners covers the four main uses for microlearning: preparation before a learning event, follow-up to support a learning event, stand-alone training, and performance support. It introduces MILE (the MicroLearning Design model), which outlines the details of creating a microlearning resource or program. It also includes case studies, tips, and resources, as well as more than 20 job aids, checklists, and worksheets.



ISBN: 9781952157561
Product Code: 112114
Member: \$79.99
List: \$89.99
HC • 7 x 9
608 pp. • 2021

ATD Talent Development and Training in Healthcare Handbook

Jacqueline Burandt, Gregory Rider, and Niranjani Chidamber Papavaritis, Editors

Written by 25 seasoned healthcare practitioners, this volume addresses the many opportunities and complex challenges talent development professionals face in the growing and rapidly changing healthcare space.



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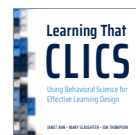
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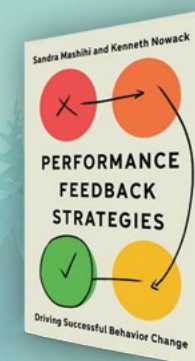
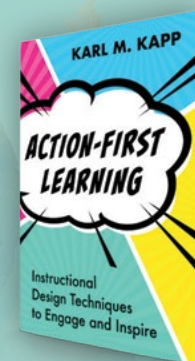
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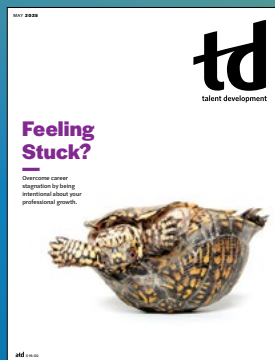
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