

How to Leverage the *TD* *Capability* *Model* for You and Your Team

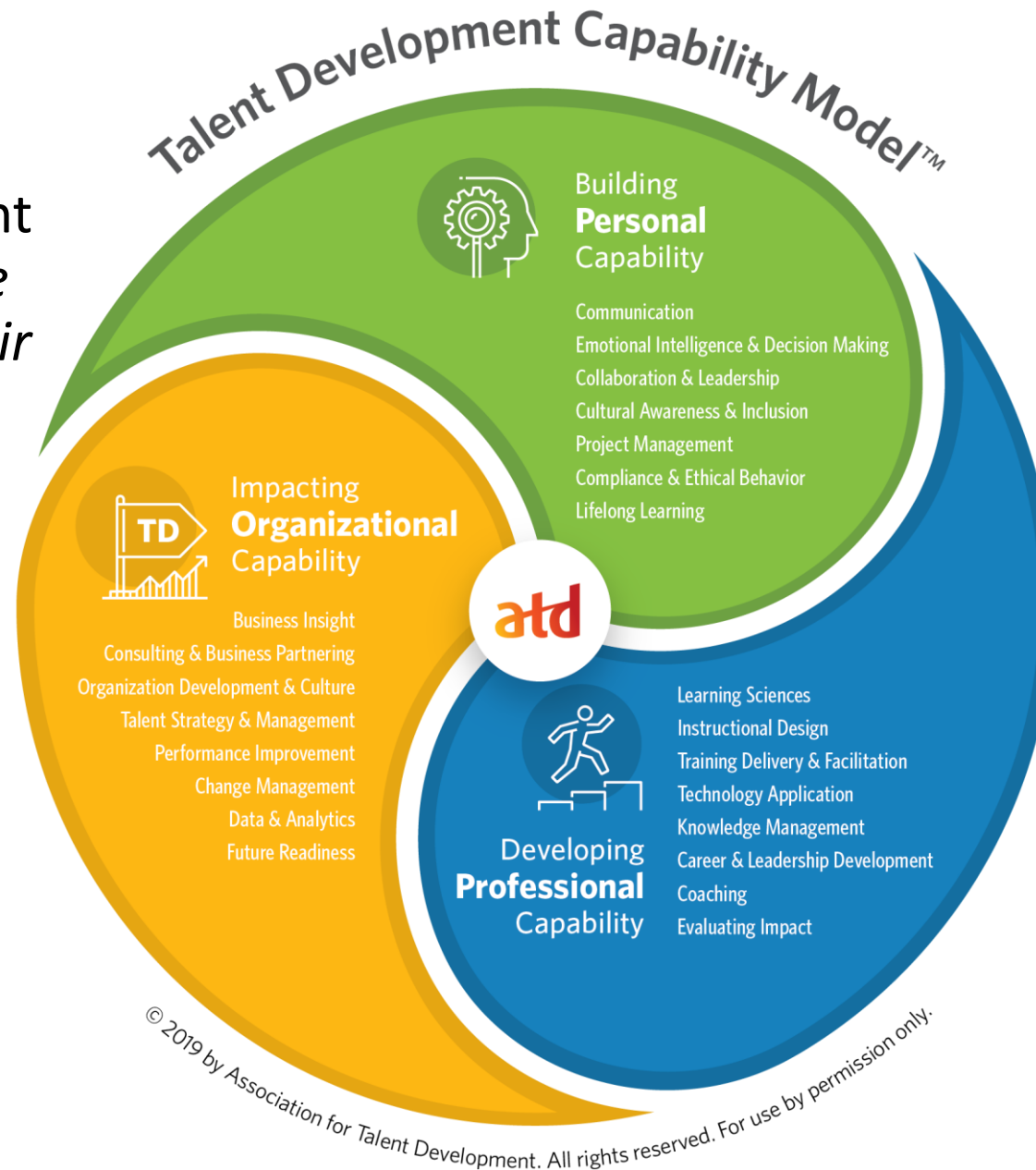


What We Will Cover

- The various components of the Talent Development Capability Model
- Benchmarks and insight from 10,000+ TD professionals regarding skills strengths and areas for improvement
- Overview of Capability Outlook, a new service from ATD to gain insight into your team's skills
- How the data from your team's skill profile can help you create a learning roadmap to help your team perform at its highest level

Effective talent development professionals must *leverage their personal skills and their professional expertise* for maximum impact on the organization's goals

- Research-backed
- Future-focused
- Can be customized to meet individual, team, and/or organizational needs



Self-Assessment Feature

36%

Developing Professional Capability

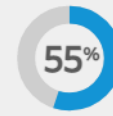
Capability Model

Self-Assessment

My Report

Learning Sciences

Organizations with highly effective learning programs incorporate key principles from the learning sciences, the interdisciplinary research-based field that works to further the understanding of learning, learning innovation, and instructional methodologies. Talent development professionals applying best practice will understand and apply foundational learning theories, principles of adult learning theory, and cognitive science to design, develop, and deliver solutions that maximize outcomes.



Capability Proficiency Score

5 of 5 knowledge and skill statements assessed.

Knowledge of the foundational learning theories of behaviorism, cognitivism, and constructivism.



Knowledge of the principles and applications of cognitive science for learning, for example auditory and visual processing, information storage/retrieval, memory, and cognitive load.



Knowledge of theories and models of adult learning, for example Knowles' Adult Learning Theory, Bloom's Taxonomy, Gagne's Nine Levels of Learning, Mager's Criterion-Referenced Instruction Approach, social and collaborative learning, and experiential learning.



Knowledge of communication theories and models and how they relate to learning



Rating Key

1 Exploring

I have had no exposure to this concept OR I have little knowledge or skill in this area.

2 Informed

I only have general, conceptual knowledge or awareness of this concept OR I have limited ability to perform this skill. I need reference materials to complete tasks related to this concept.

3 Capable

I am able to apply my knowledge of this concept in my work OR I can perform this skill consistently with minimal guidance.

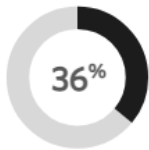
4 Advanced

I am able to apply in-depth knowledge of this concept OR I use my experience in this skill to lead or coach others in performing this skill.

5 Expert

I provide expert advice and make sound judgments using my knowledge of this concept OR I provide consultation and leadership to others using this skill. I can foster greater understanding of this concept among colleagues

Reports for Individuals



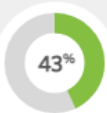
My Overall ATD
Capability Model Score

Capability Model

Self-Assessment

My Report

Full Model Assessment

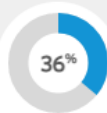


Building Personal Capability

49 of 49 skills assessed

EXPLORE

UPDATE

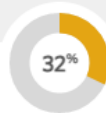


Developing Professional Capability

71 of 71 skills assessed

EXPLORE

UPDATE



Impacting Organizational Capability

69 of 69 skills assessed

EXPLORE

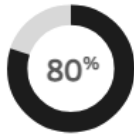
UPDATE

Top Capabilities Overall

- 63% **Personal:** [Project Management](#)
- 55% **Professional:** [Learning Sciences](#)
- 50% **Personal:** [Lifelong Learning](#)
- 46% **Personal:** [Compliance and Ethical Behavior](#)
- 44% **Organizational:** [Organization Development and Culture](#)
- 41% **Professional:** [Career and Leadership Development](#)
- 41% **Professional:** [Coaching](#)
- 40% **Personal:** [Collaboration and Leadership](#)
- 38% **Personal:** [Emotional Intelligence and Decision-Making](#)
- 38% **Personal:** [Cultural Awareness and Inclusion](#)
- 36% **Professional:** [Knowledge Management](#)
- 35% **Professional:** [Evaluating Impact](#)
- 34% **Personal:** [Communication](#)
- 34% **Organizational:** [Business Insight](#)
- 33% **Organizational:** [Talent Strategy and Management](#)

Individual Learning Plans

- Select a Learning Path
 - Role-based (8 paths available)
 - Pursue an APTD/CPTD certification
 - Create your own
- Compares your self-assessment scores to specific KSAs to identify gaps
- Connects you to ATD resources to close those gaps at your specific proficiency level



My Path: Talent Development Manager Learning Path

Development Path Proficiency Progress

My Learning Plan ¹¹

Learning Resources

My Learning Path [✓]

My Learning Path:

Talent Development Manager Learning Path

0 of 11

Resources Completed






[Add or Remove Resources](#)

My Completed Learning Resources










Up Next: 3 ^

Completed

-  **Combat Unconscious Bias With Curiosity And Empathy**
[See Details](#)
-  **What To Do When Learning Is Not The Answer**
[See Details](#) 
-  **Preparing To Deliver Training**
[See Details](#) 

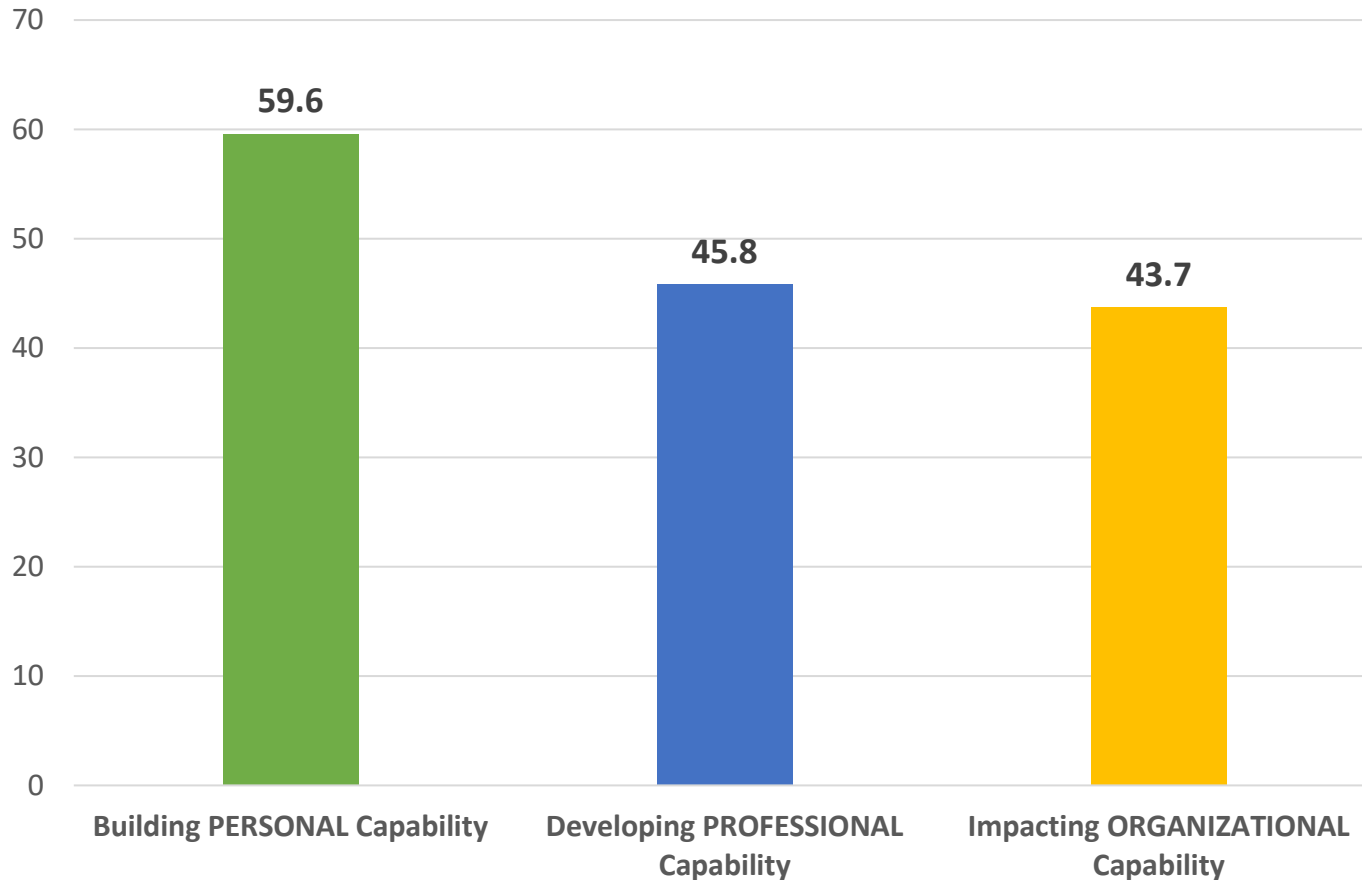
Queue: 8 ^

Completed

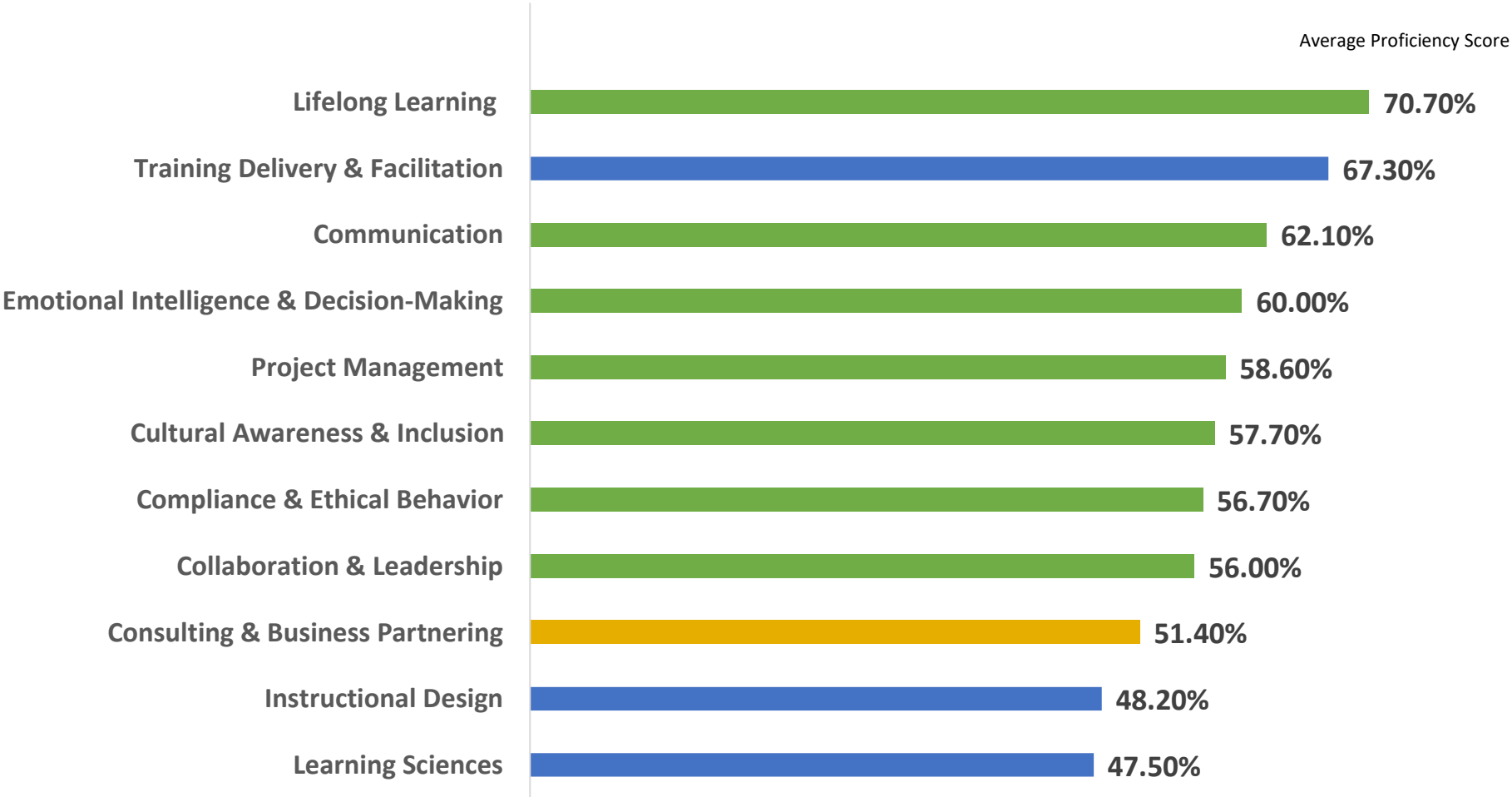
-  **Building Trust In Uncertain Times**
[See Details](#)
-  **Moving From Order Taker To Strategic Partner**
[See Details](#)
-  **Organizational Performance Improvement Whitepaper**
[See Details](#) 
-  **The Art Of Influencing Stakeholders**
[See Details](#) 
-  **Selecting Delivery Options And Methods For Training Events**
[See Details](#)

Overall and Domain Level Proficiency Scores - Globally

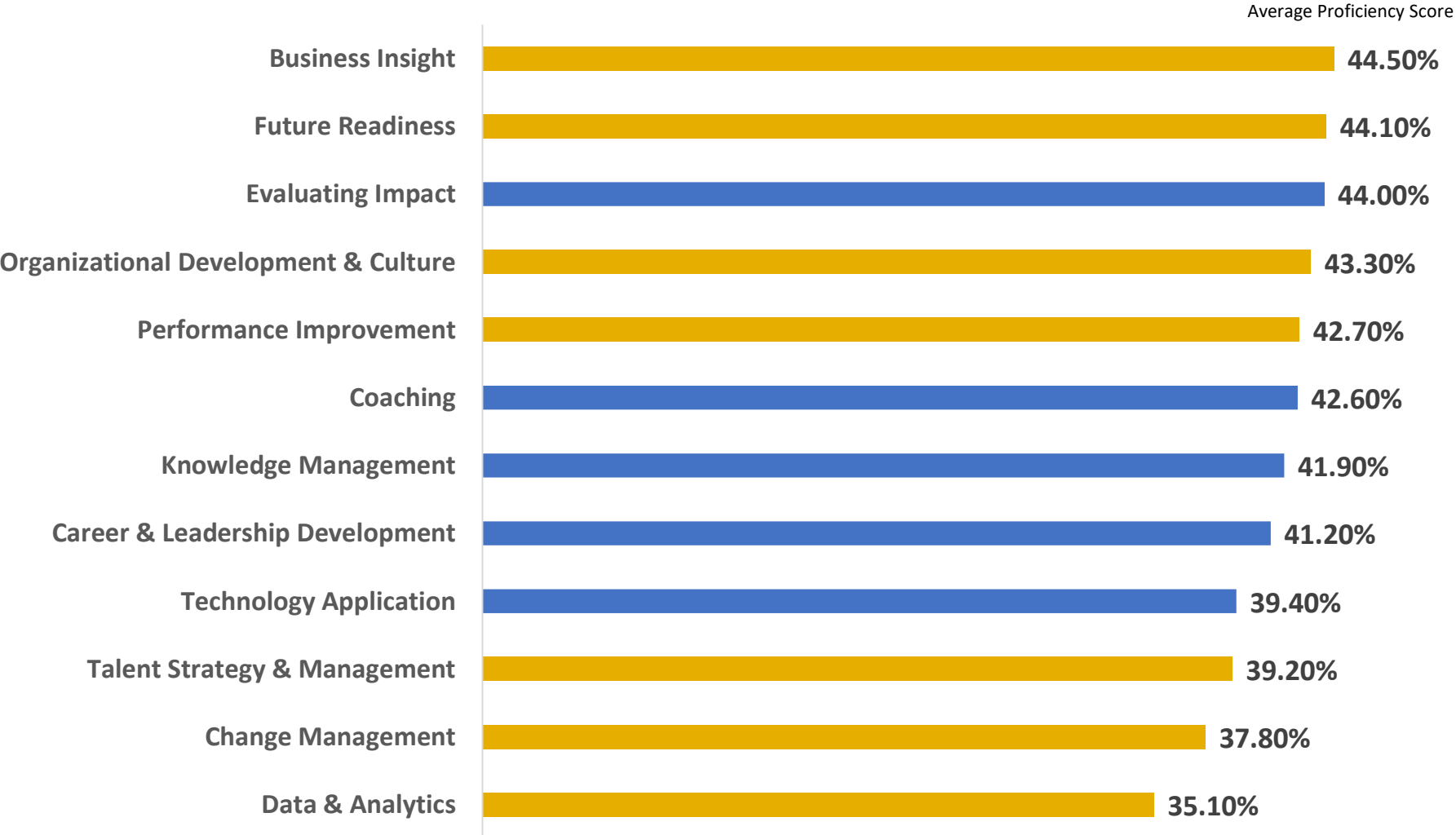
Overall Proficiency = 50.0% (*n* = 10,535)



Capabilities in Proficiency Order



Capabilities in Proficiency Order



Application of the Model for Individuals

- Assess current knowledge and skills against what is needed to succeed in the future
- Set performance objectives
- Identify a role-based personal development plan to close your specific skill gaps
- Use it to determine possible career path
- Pursue capability model-based credential – APTD or CPTD

Using the Capability Model for Teams

Capability^{atd}
OUTLOOK

Get a Clear View
of Your Team's
Skill Sets

What Can Capability Outlook Do?

Help you make data-driven decisions on how to upskill your team so that it can perform at the highest level

- Uses aggregated self-assessment data
- Provides reports for a full team's current ability, finding trends in skill strengths and identifying common skill gaps.
- Managers can perform assessments, assign learning resources, and make informed decisions about development opportunities.

Manager Assessment of Direct Reports and Assessment Comparison

Assessment Comparison

This screen shows the alignment between a team member's self-assessment of their proficiency level and your rating of their proficiency. Hover over each rating to see which is yours and which belongs to the team member.

Knowledge and skill statements are listed in order of those with the largest alignment gap at the top down to those with perfect alignment. Statements with the largest gap and those where there is the greatest lack of agreement on the team member's proficiency in that area.

Instructional Design

Knowledge of the criteria used to assess the quality and relevance of instructional content in relation to a desired learning or behavioral outcome.



Instructional Design

Skill in eliciting and using knowledge and information from subject matter experts to support and/or enhance learning.



Instructional Design

Knowledge of how design thinking and rapid prototyping can be applied to the development of learning and talent development solutions.



Training Delivery and Facilitation

Skill in facilitating meetings and/or learning events in face-to-face and/or virtual environments.



Aggregate Team Reports of Top-Rated and Lowest-Rated Capabilities with Option to Filter

Team Reports

This section allows you to access aggregate reports for your team. You can also filter those aggregate reports across the filters assigned to your team members to get a clearer view of various segments of your team. Use the left-hand navigation to select the report, then use the filter drop-down menu to add a filter to segment the entire group.

Top Rated Capabilities



SHOW ALL CAPABILITIES

Filter By...

Location

- East
- West
- North
- South

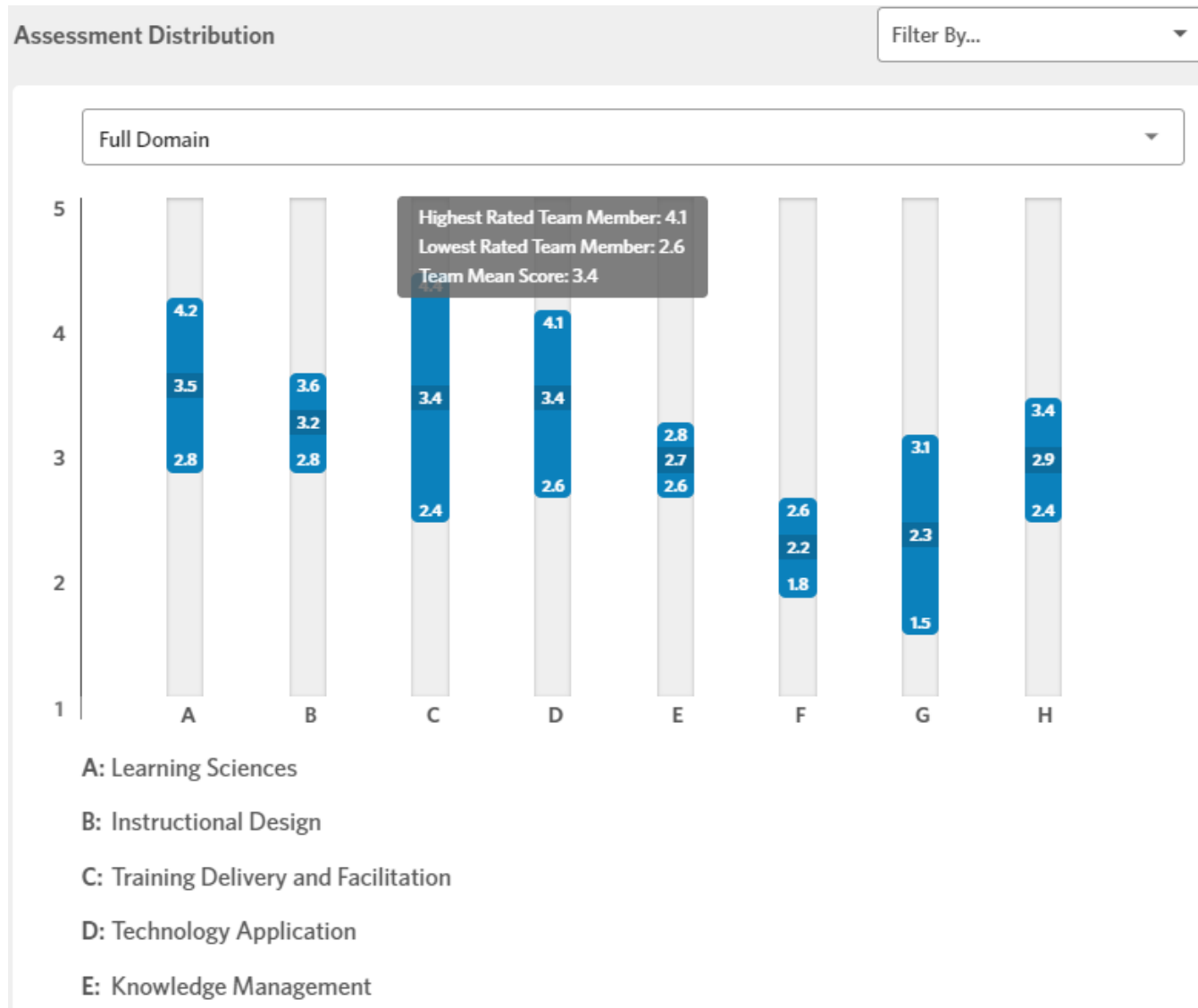
Business Unit

- Sales
- Operations
- Logistics

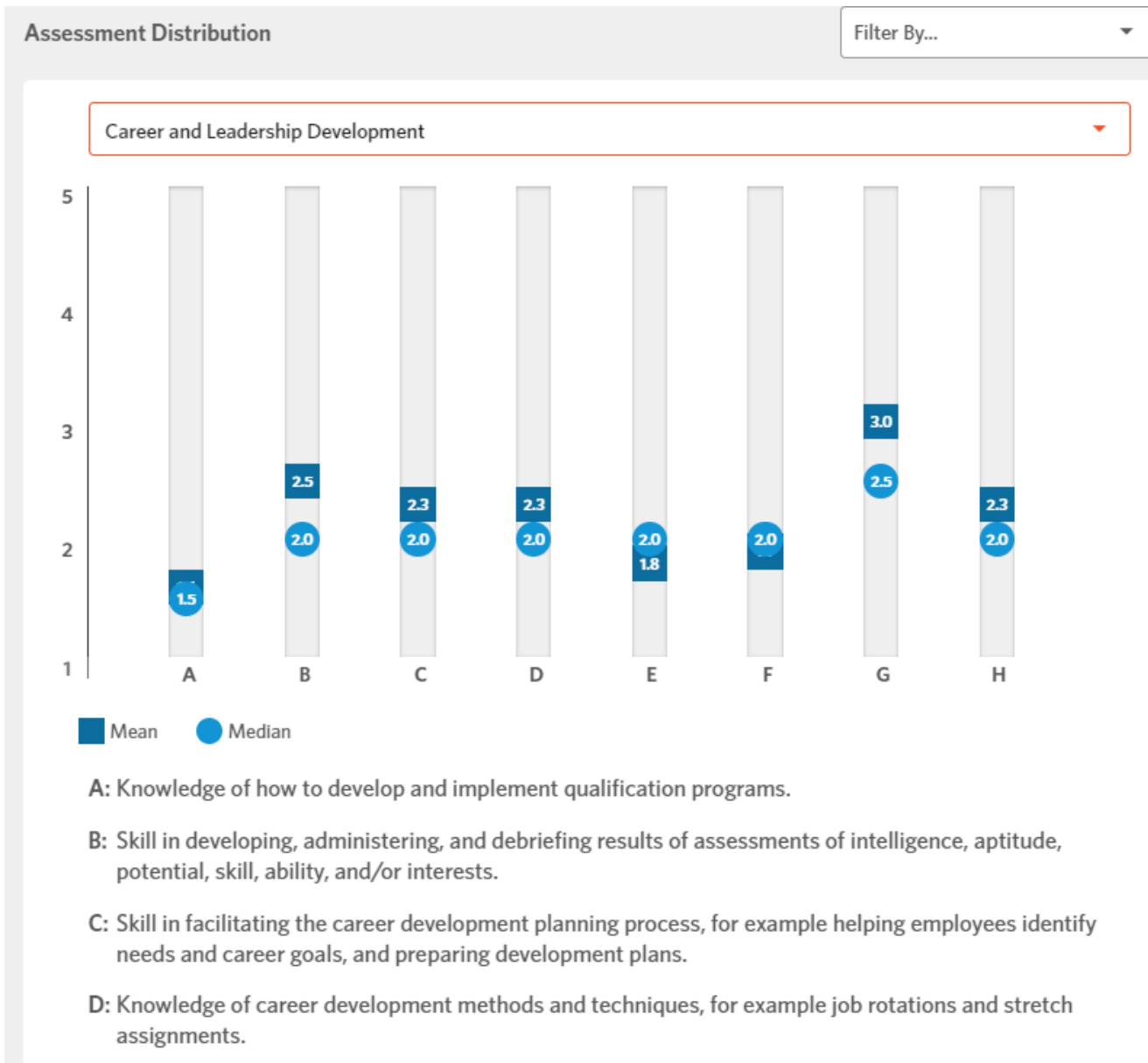
Role

- Learning Delivery Specialist
- Trainer/Facilitator
- Instructional Designer
- Learning Leader
- Talent Development Manager

Skill Gaps Across the Team at the Domain, Capability, and Skill Statement Level



Skill-Level Gaps



Create Team Learning Plans



Train Managers How To Effectively Coach Their Teams

[Close Details](#) ^



HIDE ASSIGNMENTS

Company

Select criteria for assigning resources. Once selected, team members will see the assigned resources the next time they log-in.

Location

- East
- West
- North
- South

Business Unit

- Sales
- Operations
- Logistics

Role

- Learning Delivery Specialist
- Trainer/Facilitator
- Instructional Designer
- Learning Leader
- Talent Development Manager
- Opt-out
- E-Learning Specialist

In the workplace not only should there be team players but also team coaches. Teams produce much of today's work in organizations, yet there is a dearth of proven methods to guide talent development professionals how to train managers to effectively coach their teams.

Capabilities you can expect to increase



Talent Strategy and Management



Coaching



Included in my ATD membership

LEARN MORE

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

- What skills are needed for your team to perform at the highest level?
- Knowing skill gaps can help develop a targeted learning plan

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

What Does A High Performing Talent Development Function Look Like?

- TD team as a **true business partner** ensures more effective training interventions organization-wide
- **Data driven** training equates to higher ROI
- Providing **effective professional development** helps keep turnover low, improves morale

**Higher performing talent development teams =
higher performing organizations**



Q&A session

For more information:

td.org/MyTeamCapabilityOutlook



Capability^{atd}
OUTLOOK 



atd Association for
Talent Development