



ENTERPRISE SOLUTIONS

HELPING ORGANIZATIONS BUILD ACTIONABLE LEARNING PLANS


www.td.org/enterprise-solutions | 877.257.6068





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“Our goal is to help organizations build actionable learning plans.”

– Amanda Miller
Director, Enterprise Solutions

ATD Enterprise Solutions

Now more than ever, organizations are asked to align learning with strategic goals. As a result, talent development professionals are working together more closely than ever before. We understand the importance of helping our members to attain these goals and to remain competitive with effective ways to support employee development. With ATD's long history of providing high-quality content, education, and member support, we are well positioned to be a strong partner for our corporate and government members.

The Enterprise Solutions Team has created innovative and cost-effective ways to deliver resources that will support your entire talent development team. Through digital content portals, increased buying power for education workshops, and private on-site and online course deliveries, we are here to support your organization and ensure that success at all levels is attained through a solid foundation of experience and forward-thinking talent development practices.



Enterprise Learning Plan

Using the ATD Career Navigator, a unique tool that allows us to evaluate skill sets, ATD is now able to conduct a skills-gap assessment for all roles and levels within your talent development team. After completing the assessment, your organization receives a report showing how your team aligns with target proficiencies needed for each role.

The Enterprise Solutions Team will review your team's aggregated results and schedule a consultative discussion with you to better understand your organization's goals. The final step will be for us to build a customized learning plan that addresses the identified talent development needs of your team.

Our goal is to help you identify the skills gaps and strengths of your team and create an actionable learning plan.

Your customized learning plan will:

- **HELP** build succession plans and improve talent management.
- **IDENTIFY** current talent development needs and predict future talent development needs.
- **PROVIDE** budget planning assistance.
- **PROVIDE** training justification when needed.
- **PROVIDE** tools and resources for teams.
- **HELP** determine relevant meeting topics and professional development programs.

Skills-Gap Assessment

ATD's Career Navigator helps talent development teams create an actionable plan that identifies skills gaps and provides recommendations to close them. The skills-gap assessment is based on ATD's Competency Model.

The Model defines the skills and knowledge required for talent development professionals to be successful now and in the future. It was built using a data-driven approach, with content validated by thousands of talent development professionals.

The model emphasizes: (1) foundational competencies, or those that are important to everyone in the field, and (2) the specific areas of expertise (AOEs), which are the specialized knowledge and actions required for specific roles.

Areas of Expertise	Foundational Competencies
<ul style="list-style-type: none">• Performance Improvement• Instructional Design• Training Delivery• Learning Technologies• Evaluating Learning Impact• Managing Learning Programs• Integrated Talent Management• Coaching• Knowledge Management• Change Management	<ul style="list-style-type: none">• Business Skills• Global Mindset• Industry Knowledge• Interpersonal Skills• Personal Skills• Technology Literacy



Skills-Gap Assessment Sample Report

Item	Training Delivery	Score	Target
Item #11	Prepares for training delivery by reviewing materials and participants needs	3.7	4
Item #12	Aligns learning solutions with course objectives and learner needs	3.2	3
Item #13	Conveys learning objectives prior to the training session so participants know what to expect	3.7	4
Item #14	Delivers training using various learning methodologies	3.2	4
Item #15	Facilitates learning by adapting the curriculum and delivery style to fit learner needs	3.0	4
Item #16	Encourages participation and builds learner motivation	3.3	4
Item #17	Establishes credibility by demonstrating familiarity with course content	3.0	4
Item #18	Manages the physical learning environment	3.5	4
Item #19	Delivers feedback in a constructive manner that encourages self-discovery and continued learning	2.8	4
Item #20	Creates a positive learning climate in which participants feel safe to try new skills	3.2	4
Item #21	Ensures learning outcomes by checking for understanding and skill acquisition	3.0	4
Item #22	Evaluates the effectiveness of training	3.3	3

Training Delivery	Item #11	Item #12	Item #13	Item #14
Target	4.0	3.0	4.0	4.0
Overall Participant Average	3.7	3.2	3.7	3.2
Average Gap	-0.3	0.2	-0.3	-0.8
Percentage of Participants At or Above Target	50%	83%	50%	17%
Percentage of Participants Below Target	50%	17%	50%	83%



Education

The talent development function must serve as a strategic business partner within its organization. ATD can help your team achieve this status with on-site training programs that are specifically tailored to your organization's needs and business goals.

Why choose ATD on-site programs?

- **Experience.** ATD has been the voice of the profession for 70 years.
- **Useful.** We offer more than 60 programs that include best practices and tools your team can immediately use on the job.
- **Cost effective.** Reduced travel and training costs per participant.
- **Expert facilitators.** ATD facilitators are the best in the industry, and offer training that can be tailored for your unique needs, resulting in improved performance on the job.
- **Confidential environment.** Your team can openly discuss how what you are learning can be applied to your organization.
- **Results.** 95% satisfaction rating for more than 60 education programs.

License ATD Courses

- ATD's expert facilitators train your trainers to deliver our courses.
- Licensing ATD's high-quality courses eliminates the need to develop courses internally, and can supplement existing train-the-trainer efforts.
- Reduce instructional design and project costs by leveraging existing ATD content. Course topics include facilitation skills, instructional design, and consulting skills.
- Your team receives industry-recognized certificates; co-branded options available.
- Maximize your reach by having multiple facilitators trained in different courses.

ATD Learning Credit Program

The ATD Learning Credit Program allows your organization to receive significant cost savings on any ATD public workshop education program by purchasing learning credits in advance that can be applied throughout the year.

The ATD Learning Credit Program allows you to:

- Reduce training costs.
- Budget for training up front.
- Purchase training for the entire year on just one purchase order.
- Allocate training classes by group, division, or individual.
- Remain flexible throughout the year and be prepared for unexpected training needs.
- Register for any online or public workshop course.

Learning Credit Level	Discount on Education Programs
Silver	10.00%
Gold	15.00%
Platinum	20.00%

“We are able to budget our training in advance and then purchase learning credits for the next year. This is the second year I have tried it and it has worked to our advantage. I have tried many different training organizations, and ATD has been nothing but the best.”

– Angelo Gamba
Associate Manager
Musculoskeletal Transplant Foundation

“ATD learning credits are an easy and convenient way to increase skills and transform SAP’s learning professionals into the best in the industry!”

– Julie Abel
Global Lead, Implementation and Learning Instruction,
SAP



Enterprise Membership

ATD's Enterprise Membership delivers professional development and cost savings for your whole team—whether that's five people or 5,000.

- **Cost Savings.** Member discounts apply to books, public workshops, events, and more.
- **Content.** Webcasts, research reports, e-books, and industry articles: Whether your team members are new to the profession or senior practitioners, everyone benefits from the latest tips and talent development best practices.
- **Engaged Employees.** Employees who receive professional development tend to stay in their jobs longer.
- **Competitiveness.** Effective training keeps your organization competitive.

ATD Group and Enterprise Membership Options

Benefits Include

- ✓ Dedicated account manager
- ✓ Simple, consolidated invoicing
- ✓ Synchronized end dates



Group (5-24 Members): \$219/person
 Enterprise (25-99 Members): \$209/person
 Enterprise Platinum (100-199 Members): \$199/person



Group (5-24 Members): \$329/person
 Enterprise (25-99 Members): \$309/person
 Enterprise Platinum (100-199 Members): \$289/person

Contact Enterprise Solutions for 200+ members.

Member Content		
Community of practice premium content	premium content in four communities	unlimited access
Customizable library	1 e-book per year	2 e-books per year
TD at Work (formerly Infoline)	1 digital issue per year	4 digital issues per year
Watch & Learn webcasts	✓	✓
Premium webcasts	—	✓
TD magazine and archives print and web access to current issue, electronic archives	✓	✓
Member-only website content	✓	✓
ATD Links and The Buzz e-newsletters	✓	✓
ATD Online Library powered by EBSCOhost	✓	✓
Interactive member tools (job aids, checklists, calculators)	✓	✓
ATD Member Directory	✓	✓
Research		
Research reports (full)	—	1 full report free
Annual State of the Industry report	✓	✓
Research whitepaper archive	✓	✓
Discounts		
Discounts on publications, conferences, education programs, and the CPLP credential	✓	✓
10% discount on ATD Job Bank	Enterprise and Enterprise Platinum only	Enterprise and Enterprise Platinum only
10% discount on member pricing	Enterprise and Enterprise Platinum only	Enterprise and Enterprise Platinum only

NEW

ATD Resource Centers

Quick Access to ATD's Premium Content

When your team needs to quickly find information about a particular talent development topic, where do they begin? ATD's new resource centers were created to help learning departments access premium content they can trust in an easy-to-navigate platform.

Our content experts carefully curate videos, job aids, and articles that are designed to be a daily resource for your team. Simply type a keyword or phrase into your computer or mobile device to search this vast database of resources.

The Benefits Offered in the Resource Center Include:

How-To Videos

Short, practical, how-to videos from ATD subject matter experts on a variety of topic areas.

Curated Books and Publications

Relevant content from a vast collection of books and publications pulled down to the page level.

Job Aids and Tools

Calculators, assessments, and checklists that guide you through how to perform a variety of tasks.

Webcasts

Hear firsthand from top industry experts in live online sessions covering trends and best practices.

Conference Session Recordings

Watch presentations and recordings by industry leaders from ATD conferences.

TD Magazine Articles

We find the most relevant *TD* articles based on your inquiry from our award-winning monthly magazine.

ATD Research

Review the latest industry trends to inform decisions and more effectively connect to your practice and performance.

Trending Topic Q&A

Peruse the most commonly asked trending topic questions and get answers on the best approaches from industry experts.

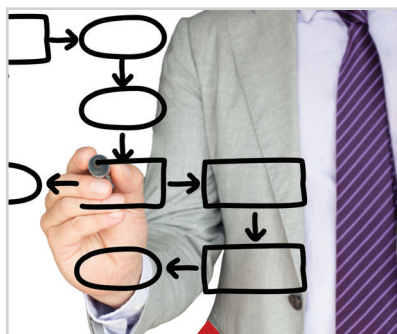
Viewpoints and Counterpoints

Add an edge to your thinking as you explore different perspectives on controversial topics in this online, debate-style resource.

Insights

Hear from a variety of talent development experts as they share their in-depth knowledge in your selected area.

ATD will release the first three resource centers in June of 2016.



Instructional Design



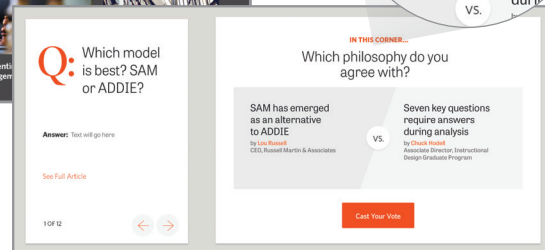
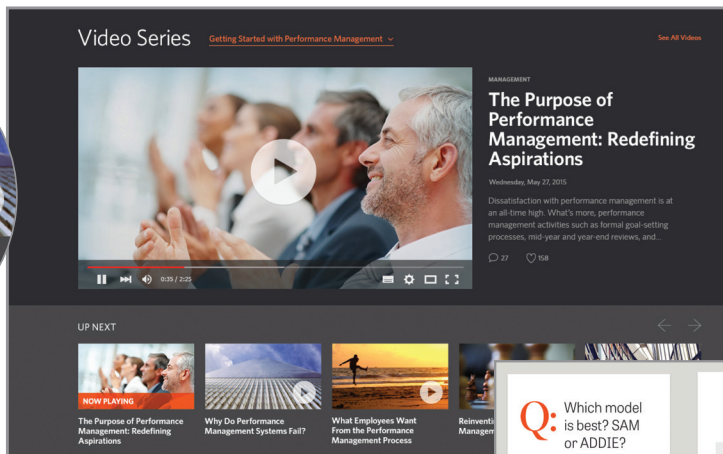
Management



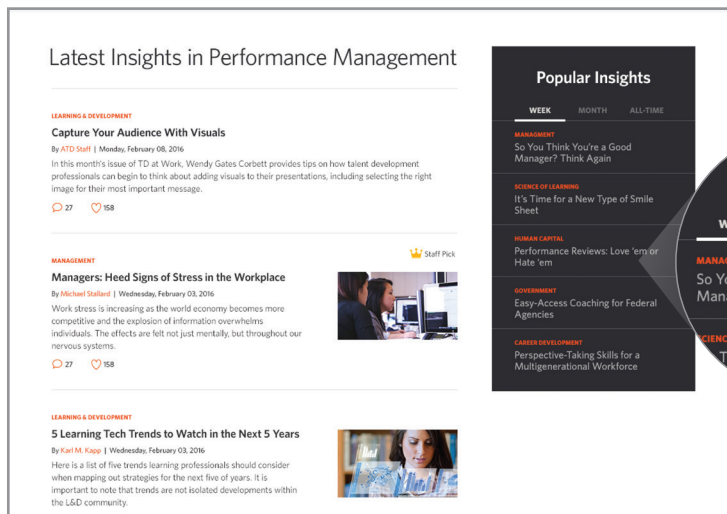
Training



HOW-TO VIDEOS »



« VIEWPOINTS & COUNTERPOINTS



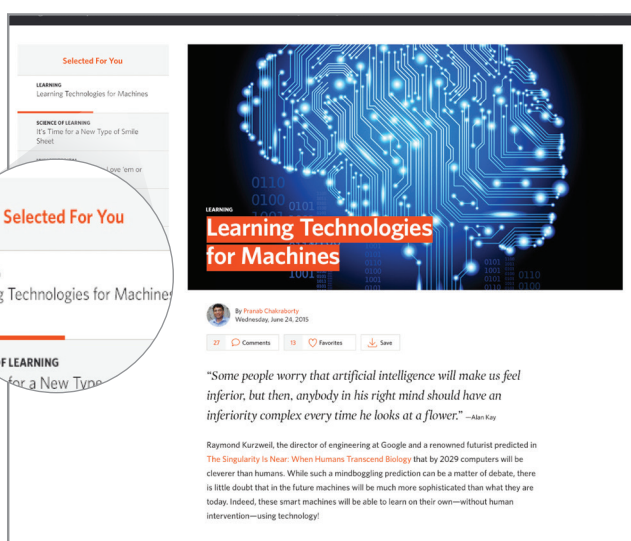
Popular Insights

WEEK MONTH ALL-TIME

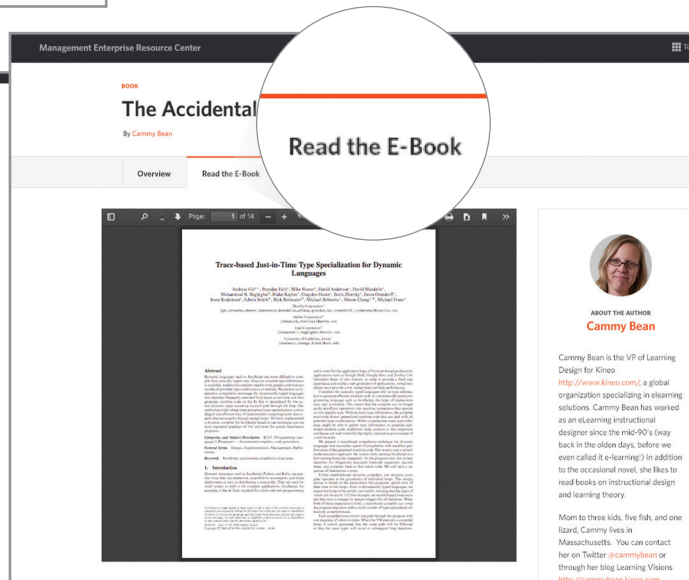
MANAGEMENT
So You Think You're a Good Manager? Think Again

SCIENCE OF LEARNING
It's Time for a New Type of Smile Sheet

« EXPERT INSIGHTS



« ATD RESEARCH



« CURATED BOOKS & PUBLICATIONS



Government Solutions

How we help your agency

The Government Solutions Team helps agencies to leverage ATD services on an organizational level to take advantages of scalability. We do this by creating professional development road maps for your talent development departments that identify skill gaps and recommend the best course of action to fill those gaps using ATD resources. Such resources include on-site training, membership, and online learning libraries.

Not only do we have the ability to customize your agency's professional development path, but we have a dedicated ATD team member that exclusively serves the public sector and is in tune with your unique needs.

Key Government Training Offerings:

- Integrated Talent Management for Government
- Master Performance Consultant™ Program
- E-Learning Instructional Design Certificate
- Consulting Skills Certificate
- Training Certificate
- Designing Learning Certificate
- ATD Master Trainer™ Program
- ATD Master Instructional Designer™ Program

ATD Forum

Connect, Collaborate, and be Candid in a Confidential Environment

The ATD Forum is a consortium for senior practitioners to connect, collaborate, and share relevant evidence-based and proven practices for rapidly building organizational capability using training, learning, and performance-focused tools and techniques in a lab environment.

This connecting, collaborating, and sharing happens using a social learning portfolio that includes:

- face-to-face meetings that allow members to share innovative ideas and work on projects collaboratively
- comparative measurement tools using ATD's Workplace Learning Professional Scorecard
- virtual sessions (vSessions)—monthly interactive webcasts that cover a variety of relevant topics
- on-demand surveys that can be used to gather information quickly from other members for important decisions
- direct connections with other members to exchange ideas
- access to content through a member-only database, discussion groups, and internal resources from ATD.

The ATD Forum focuses on talent development at the organizational level rather than the individual level. Everyone in the member company can participate. New candidates for membership into the ATD Forum are considered by an Advisory Group that is composed of Forum members.





Conference Teams

Bring your entire team to an ATD conference to learn, connect, and motivate!

- **Connections**—ATD events are the best way to stay on top of the latest trends that work.
- **Quality**—Experience the best and most in-depth conference sessions in the profession.
- **Cost savings**—Get lower rates for teams of 5 or more.
- **Engaged employees**—Employees that receive professional development are more motivated.
- **Networking**—Network and exchange ideas with talent development professionals from around the world.

Conference Team Benefits

- Access to private conference team room for networking, relaxing, coffee, and snacks
- Discounted conference rate
- Conference team ribbons
- Private meeting room on EXPO floor for teams of 25 or more
- Special conference programming available for teams of 100 or more
- Excellent opportunity to have a company meeting before, during, or after the conference

ATD Education Program Options

For more than 70 years it has been ATD Education's mission to empower talent development professionals with the knowledge and skills needed to be successful. We offer cutting-edge training programs that bring your organization the latest research in the field, best practices, expert-vetted content, and tools your team can immediately use on the job. In addition, all of our courses are aligned with ATD's Competency Model for the talent development profession.

Each learning experience prepares you to maximize the efficiency of your systems and processes, while supporting and developing your people.

ATD Education offers an array of professional development options and each can be tailored to fit your organizational needs.

Certificate Programs

Build knowledge, skills, and expertise with ATD certificate programs.

ATD offers more than 40 certificate programs in a variety of subject areas, from training basics, e-learning, and instructional design to consulting skills, coaching, and project management. These programs are offered online, face-to-face, or on-site at your organization. Facilitated by the best in the talent development field, these comprehensive courses provide hands-on, practical tools and methods in a highly engaging format.

Essentials Series Online Workshops

Learn essential skills quickly and easily from an expert in the field.

Essentials Series online workshops are short, interactive online programs led by experienced talent development facilitators. Learners collaborate with other professionals through group discussions, polls, chats, and virtual whiteboards during scheduled session times. Topics range from technical tutorials on software programs like Adobe Captivate to overviews of new trends in the field, including brain-based learning.

Master Series

Prove your ability. Earn the title.

These unique certificate programs focus on the mastery of a single area of expertise. Prepare to deliver masterful facilitation with expert instructors, assessments, online resources, a community of peers, and a skill demonstration or final project. Prove your ability in training delivery, instructional design, or performance improvement to earn the master designation.

The Master Series includes the following programs: Master Trainer, Master Instructional Designer, and Master Performance Consultant.

For a complete list of education offerings, visit www.td.org/education.



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