



**Executive Core Qualifications (ECQ's)
And
Aligned ASTD Programs**

Executive Core Qualifications (ECQ's)

ECQ 1: Leading Change	ECQ 2: Leading People	ECQ 3: Results Driven	ECQ 4: Business Acumen	ECQ 5: Building Coalitions
Definition: This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.	Definition: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.	Definition: This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.	Definition: This core qualification involves the ability to manage human, financial, and information resources strategically.	Definition: This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

Relevant ASTD Certificate Programs

Action Learning Certificate	Building Workplace Relationships Certificate	Analyzing Human Performance	Business Essentials	Building Workplace Relationships Certificate
Advanced Designing Learning	Career Planning & Talent Management	Developing Great Managers Conference	Consulting Skills for Trainers Certificate	Consulting Skills for Trainers Certificate
Coaching	Coaching	HPI in the Workplace	Developing Great Managers Conference	Developing Great Managers Conference
Designing Learning	Creating Leadership Development Programs Certificate	Learn from the BEST	Facilitating Organizational Change Certificate	Learn from the BEST
Developing Great Managers Conference	Developing Great Managers Conference	Measuring and Evaluating Learning	HPI in the Workplace	Project Management for Trainers Certificate
Facilitating Organizational Change Certificate	Learn from the BEST	ROI Basics	Learn from the BEST	Selecting HPI Solutions
Learn from the BEST	Learning for Multiple Generations	ROI Skill-Building	Managing Organizational Knowledge Certificate	
Rapid Learning Techniques	Managing the Learning Function	Selecting HPI Solutions	Managing the Learning Function	
		Test Design and Delivery Certificate		

Title	September	October	November	December
<u>Action Learning Certificate</u>	9/15-16, New York, NY		11/17-18, Las Vegas, NV	
<u>Advanced Designing Learning</u>		10/27-28, Scottsdale, AZ	11/5-6, Hurst, TX	12/18-19, Alexandria, VA
<u>Analyzing Human Performance</u>	9/10-12, Hurst, TX		11/10-12, Orlando, FL	12/3-5, Alexandria, VA
<u>Building Workplace Relationships Certificate</u>		10/6-7, Chicago, IL		
<u>Business Essentials</u>	9/10-12, Alexandria, VA			
<u>Career Planning & Talent Management</u>	9/15-16, New York, NY	10/2-3, Lexington, MA		12/8-9, Chicago, IL
<u>Coaching</u>	9/8-9, Las Vegas, NV	10/23-24, Atlanta, GA	11/6-7, Andover, MA	12/4-5, New York, NY; 12/11-12, Chicago, IL
<u>Consulting Skills for Trainers Certificate</u>		10/2-3, Alexandria, VA	11/17-18, Las Vegas, NV	12/4-5, New York, NY
<u>Creating Leadership Development Programs Certificate</u>		10/20-21, Atlanta, GA		12/4-5, New York, NY; 12/8-9, Alexandria, VA
<u>Designing Learning</u>	9/8-10, Las Vegas, NV	10/6-8, Chicago, IL; 10/15-17, Alexandria, VA	11/17-19, Miami, FL	12/3-5, Orlando, FL; 12/8-10, Chicago, IL; 12/15-17, New York, NY
<u>Developing Great Managers Conference</u>				12/3-12/4, Chicago, IL; 12/9-12/10, Alexandria, VA
<u>Facilitating Organizational. Change Certificate</u>	9/8-9, Las Vegas, NV	10/6-7, Chicago, IL		12/15-16, New York, NY
<u>HPI in the Workplace</u>	9/15-17, New York, NY	10/27-29, Alexandria, VA		12/8-10, Chicago, IL
<u>Learn from the BEST</u>		10/3; Arlington, VA		
Learning for Multiple Generations - to come				12/2-3, Alexandria, VA
<u>Managing the Learning Function</u>		10/27-29, Scottsdale, AZ	11/19-21, Addison, TX	12/15-17, Alexandria, VA
<u>Managing Organizational Knowledge Certificate</u>	9/23-24, Alexandria, VA			
<u>Measuring and Evaluating Learning</u>	9/15-17, New York, NY	10/27-29, Alexandria, VA	11/17-19, Miami, FL	12/8-10, Chicago, IL
<u>Project Management for Trainers Certificate</u>	9/8-9, Alexandria, VA	10/23-24, Atlanta, GA		12/4-5, New York, NY
<u>Rapid Learning Techniques</u>		10/20-21, Atlanta, GA		12/10-11, Chicago, IL
<u>ROI Basics</u>	9/4-25, ONLINE	10/30-11/20 - ONLINE		
<u>ROI Skill-Building</u>	9/10-11, Hurst, TX	10/23-24, Alexandria, VA	11/17-18, Las Vegas, NV	12/8-9, Chicago, IL
<u>Selecting HPI Solutions</u>	9/29-10/1, Chicago, IL		11/5-7, Hurst, TX	
<u>Test Design and Delivery Certificate</u>		10/15-16, Atlanta, GA		12/3-4, Fort Worth, TX