Take Your TD Career to a New Level –
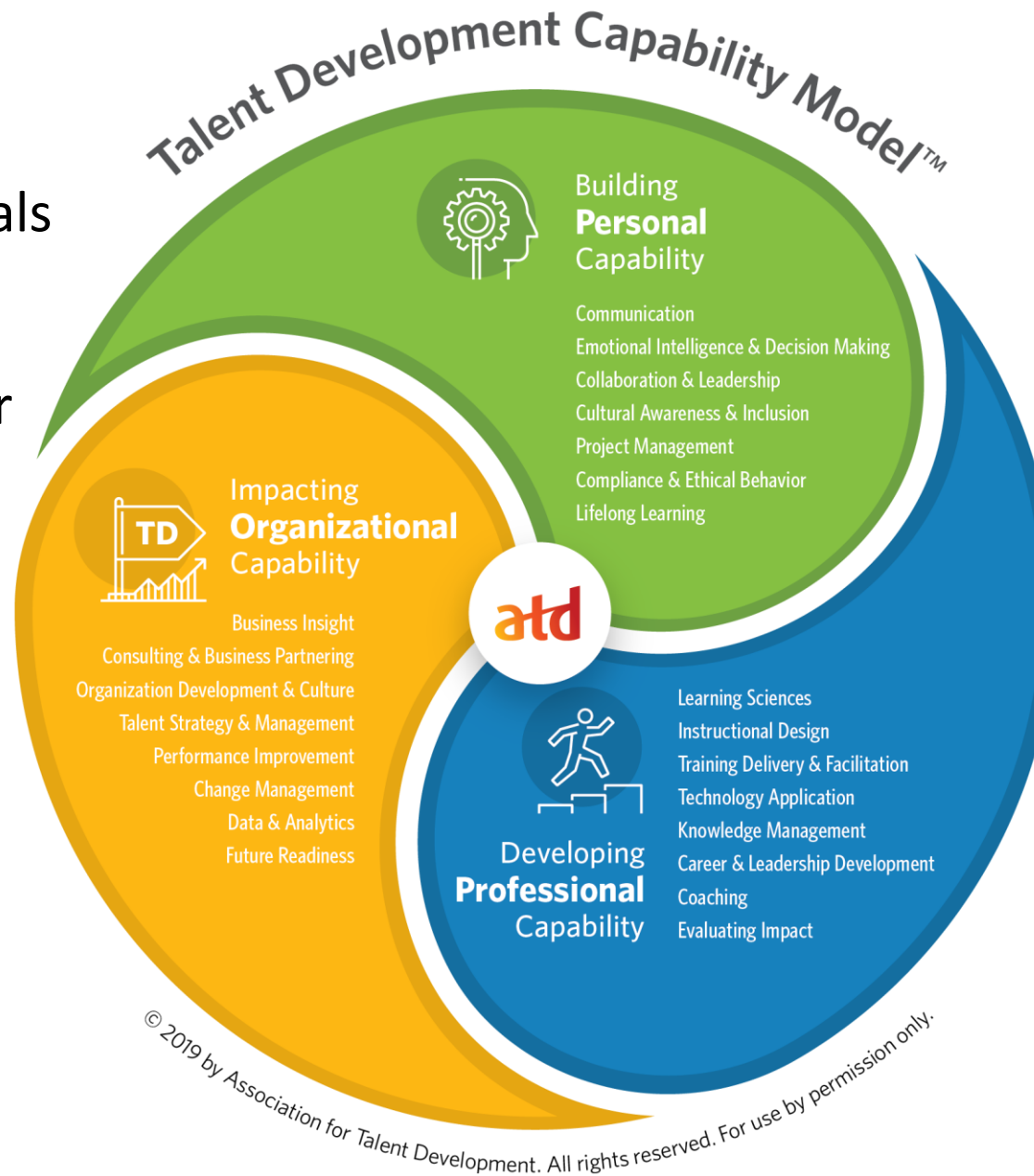
Upgrade Your Capabilities

Talent Development Capability Model

A **framework** that sets a common standard for what professionals **need to know and do** in order to be effective and successful

- Research-based
- Flexible & customizable for any stage of career
- Introduced in January 2020

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

- Future-focused

- Can be customized to meet individual, team, and/or organizational needs

Talent Development Capability Model™

Building Personal Capability

Communication
Emotional Intelligence & Decision Making
Collaboration & Leadership
Cultural Awareness & Inclusion
Project Management
Compliance & Ethical Behavior
Lifelong Learning

Impacting Organizational Capability

Business Insight
Consulting & Business Partnering
Organization Development & Culture
Talent Strategy & Management
Performance Improvement
Change Management
Data & Analytics
Future Readiness

Developing Professional Capability

Learning Sciences
Instructional Design
Training Delivery & Facilitation
Technology Application
Knowledge Management
Career & Leadership Development
Coaching
Evaluating Impact

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Application of the Model for Individuals

- Assess current knowledge and skills against what is needed to succeed in the future

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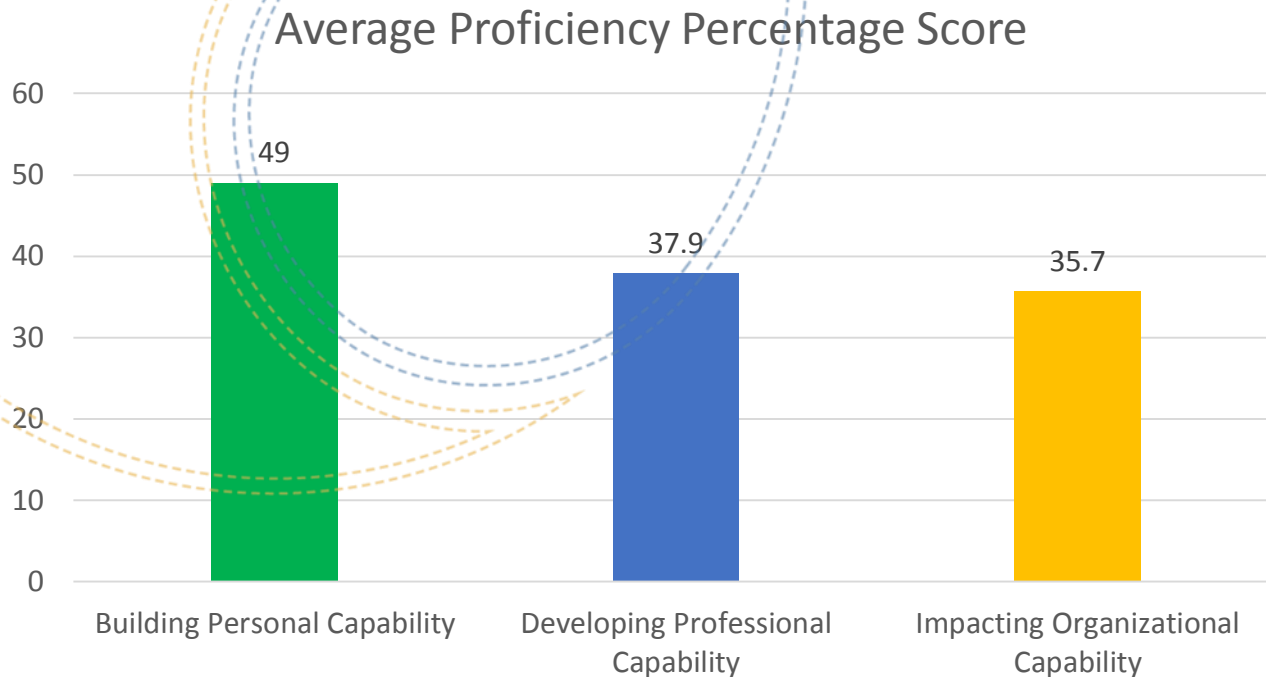
- td.org/capabilitymodel   "Access the Model"

Insights from Self-Assessments to Date

5,872 users from every region of the world

Overall Average Proficiency Score: 41.6%

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Average Proficiency Percentage Score

Building Personal Capability	Developing Professional Capability	Impacting Organizational Capability
49	37.9	35.7

Association for Talent Development

Top 5 Capabilities

Lifelong Learning

58.5%

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Training Delivery & Facilitation

55.8%

Top 5 Capabilities

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58.5%

Training Delivery & Facilitation

55.8%

Communication

50.2%

Top 5 Capabilities

Lifelong Learning

58.5%

Emotional Intelligence & Decision-Making

49.0%

Training Delivery & Facilitation

55.8%

Communication

50.2%

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Top 5 Capabilities

Lifelong Learning

58.5%

Emotional Intelligence &

Decision-Making

49.0%

Training Delivery & Facilitation

55.8%

Project Management

48.5%

Communication

50.2%

Top 5 Capabilities

Lifelong Learning

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EQ accounts for 80-90% of competencies of that differentiate top performers

EQ training yields ROI of 1000%

Association for Talent Development

Bottom 5 Capabilities

Data & Analytics

29.7%

Bottom 5 Capabilities

Technology Application

32.7%

Data & Analytics

29.7%

Bottom 5 Capabilities

Technology Application

32.7%

Data & Analytics

29.7%

Change Management

32.8%

Bottom 5 Capabilities

Technology Application

32.7%

Talent Strategy & Management 33.3%

Data & Analytics

29.7%

Change Management 32.8%

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Bottom 5 Capabilities

Knowledge Management 34.9%

Talent Strategy & Management 33.3%

Change Management 32.8%

Technology Application 32.7%

Data & Analytics 29.7%

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50-70% of change initiatives fail

29% of change initiatives launch without support

47% of senior executives feel change fatigue was prevalent in their orgs (pre-pandemic)

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Pre COVID

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47% of senior executives feel change fatigue was prevalent in their orgs (pre-pandemic)

Post COVID

Teams have had to rapidly pivot through a series of changes at work and at home

People are exhibiting high amounts of change fatigue, stress, anxiety, depression, and even suicide

Having skills in change management helps you and your org survive and even thrive through turbulent times

Talent Strategy & Management

Meet current needs and pre-solve future challenges

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Stay on top of shifts in the economy and jobs/labor market
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Start gathering data/evidence now for rebalancing
of online and in person learning modalities

Rise of Personalized Learning

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Create a personalized plan

Talent Development Capability Model can help you do that!
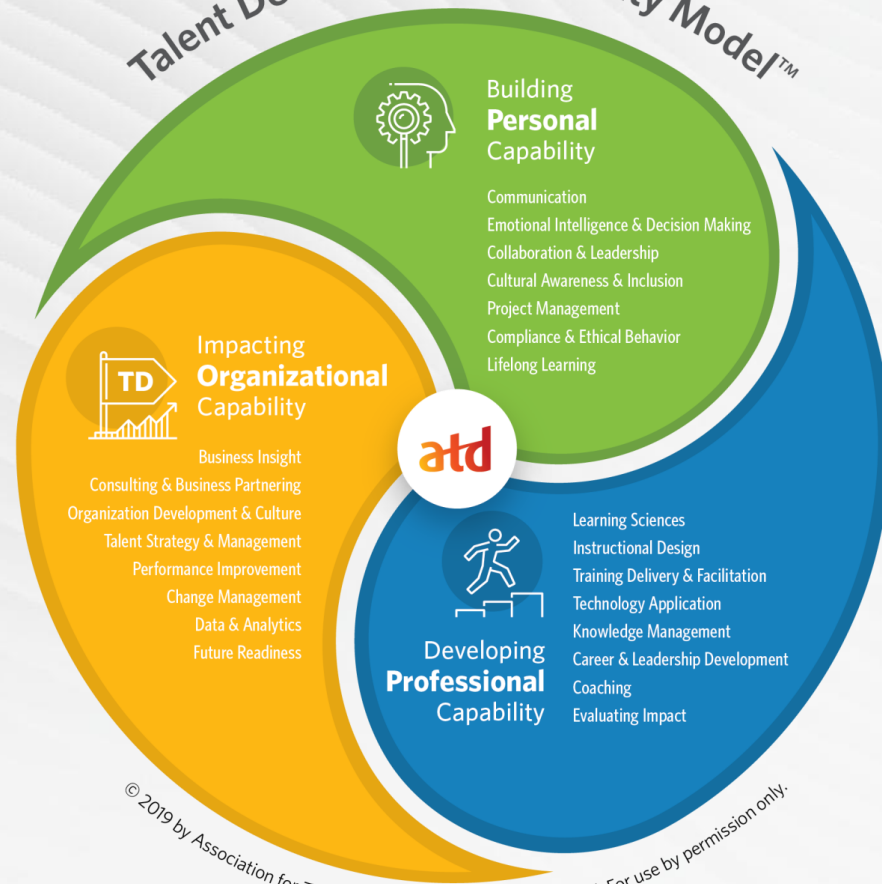
Call to Action:

- **EXPLORE** the Talent Development Capability Model

- **COMPLETE** the self-assessment

- **CREATE** a personalized learning plan

- **TRACK** your progress to grow, develop, and unleash your potential!

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Q&A session

Capability Model:
www.td.org/capabilitymodel

capabilitymodel@td.org

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