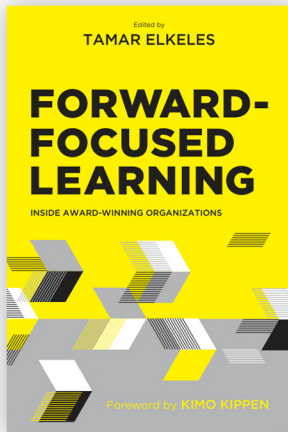


Further Resources



Forward-Focused Learning: Inside Award Winning Organizations

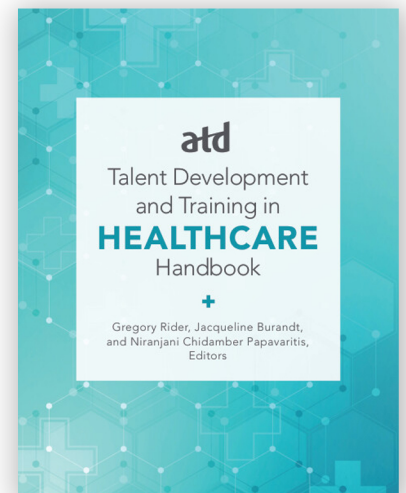
Our era of dynamic change and its profound impact on personal lives and businesses throughout the world represents a new normal. How organizations learn will determine whether they rise to the occasion and adapt or struggle behind outdated practices and processes.

Forward-Focused Learning spotlights organizations that are proactive about looking for ways to grow, build, and learn. They offer lessons for being the most innovative, the most aligned to business needs, and the most strategic. Peek behind the curtain and see how other companies use learning to develop their employees and their businesses. Written by talent development practitioners from companies like Comcast, Hewlett-Packard, Nike, General Mills, Ford, GE, and Booz Allen Hamilton.

ATD Talent Development and Training in Healthcare Handbook

Training and development initiatives can be found in every corner of a healthcare system, demonstrating the real need for talent development (TD) professionals and expertise. The ATD Talent Development and Training in Healthcare Handbook addresses the many opportunities and challenges TD professionals face in the growing and rapidly changing healthcare space. It covers learning and development basics, organization development, employee development, business acumen for the health system, digital transformation and literacy, and patient-centric care.

Written by 25 fellow healthcare practitioners with extensive experience in the field—from nurses, physicians, and administrators to instructional designers, chief learning officers, technology experts, and leaders across the industry—this book will help you maximize the impact of your work and improve your abilities to deliver the best care possible to your patients.



L&D's Playbook for the Digital Age

Organizations are facing an era of rapid acceleration with new technology and digital strategies with workers at all levels required to build capability much faster than before. In L&D's Playbook for the Digital Age, Brandon Carson makes the case that it's time to reorient L&D, take a more proactive role in enabling the workforce, and create a new framework for developing skills and capabilities. L&D leaders must realize theirs is one of the most critical business functions and must be appropriately funded and resourced to realize the performance gains that are crucial to the business.

Brandon Carson walks you through the steps to formulate how a new playbook could help the alignment of your L&D function—whether it's restructuring, new skilling, or rescoping. He asks readers to speak the language of business instead of the language of learning. For example, does your workforce repair aircraft or do they enable safe flight? In other words, can you be the visionary your organization requires?



2024 State of Healthcare Training

The healthcare industry is one of the largest sectors of the US economy, and navigating the complexities of the field and the many training requirements and priorities can be a major challenge for talent development professionals.

The 2024 State of Healthcare Training report examines the training activities of US healthcare organizations. Based on a survey of 275 talent development professionals working in the wider healthcare, pharmaceutical, and healthcare technology industries, the report provides data that will aid readers in benchmarking their own organizations' healthcare training expenditures and activities against those of other organizations. Additionally, it discusses how talent development professionals in healthcare have leveraged talent strategies to address issues related to staffing shortages.

Change Management Certificate

Change is a key part of talent development (TD). Every learning initiative requires some level of organizational change regardless of whether it is a formal change project. But change isn't easy, and most change initiatives fail. The question is why? To understand change, you need to understand the people and organization that are impacted. As TD professionals, we are accountable for training and nurturing our colleagues so that they can be their best selves at work. This is never more critical than during change.

The ATD Change Management Certificate explores the process of facilitating organizational change and introduces the ATD CHANGE model, a strategic and tactical tool to guide you through the process of leading and influencing change. The program starts with a deep dive into the science of change to understand why change can be hard on both people and organizations. We then move on to the principles and stages of the ATD CHANGE model, grounded in theory and best practices but designed specifically to meet the needs of the TD field. Using a case study and working with an expert facilitator and your peers, you'll have the chance to apply each stage of the model to a real-world, TD scenario. Armed with a step-by-step approach and plenty of supporting tools and resources, you will leave the program ready to become a change leader who is prepared to navigate the personal and organizational dynamics of change in today's work environment.

Resource Links

[Forward Focused Learning by Tamar Elkins.](#)

[ATD Talent Development and Training in Healthcare Handbook.](#)

[L&D's Playbook for the Digital Age by Brandon Carson.](#)

[2024 State of Healthcare Training.](#)

[ATD Change Management Certificate.](#)