

Are You Ready to Make a Change?

**Navigating Your Way
to
Your Next Position**



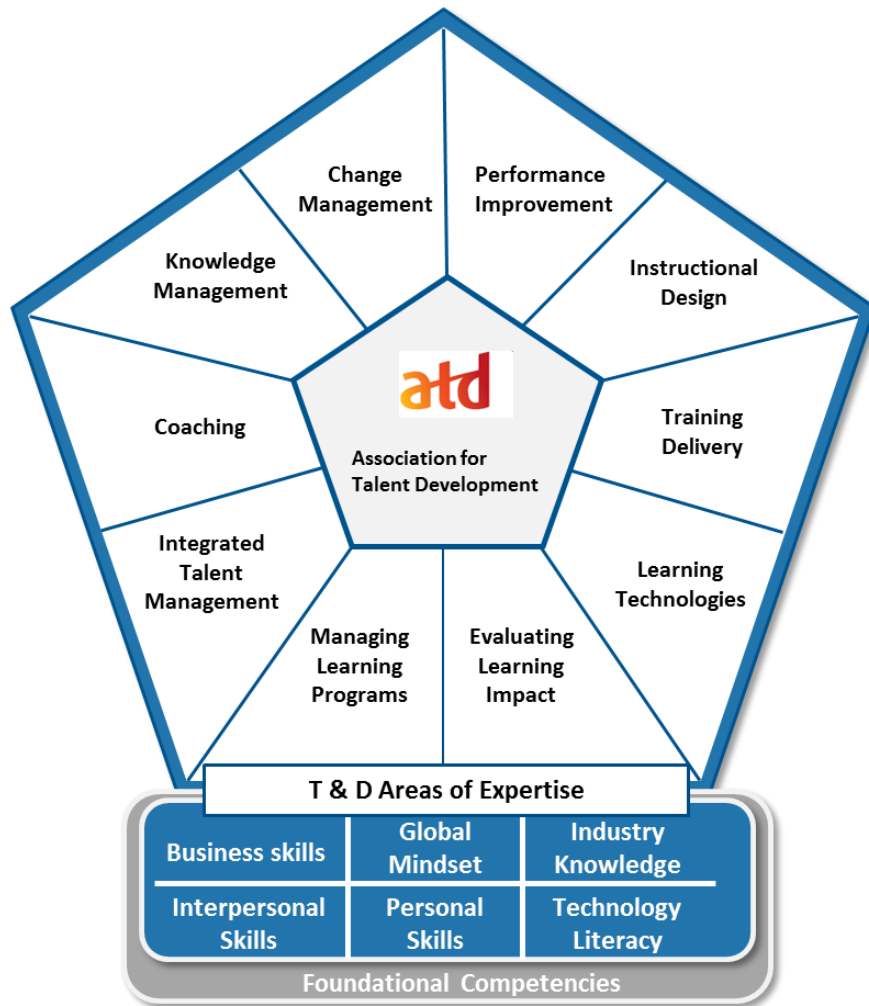
Webcast Learning Objectives

Use the ATD Career Navigator to:

- ⚙ Update your resume
- ⚙ Distinguish yourself in interviews
- ⚙ Prepare for the job you want next



ATD Competency Model for Talent Development



**Areas of Expertise
(TD industry specific)**

**Foundational Competencies
(not TD industry specific)**

Job Roles In The ATD Model



Job title(s)	Role	Years Of Experience	Span of authority
Trainer, Instructional Designer, Coordinator, Specialist	Entry-level Specialist	0-2 years	Team member or independent contributor
Trainer II or III, Instructional Designer II or III, Technical Trainer, Facilitator, Internal or External Consultant	Mid-level Specialist	2-5 years	Contributes to projects, some decision making at project level, team member or independent consultant
Senior Training Specialist, Senior Instructional Designer, Consultant, Performance Consultant, Project Manager, Advisor	Senior-level specialist	5+ years	Works independently, may manage projects or supervise the work of others. Team member or independent contributor.
Supervisor, Training Manager, Assistant Training Manager, LMS Manager, Business Consultant, Career Development Manager, Training Consultant	Entry-level Manager	5-7 years	Typically manages one function or learning activity and typically manages one or more people.
Assistant Manager, Training Manager	Mid-level Manager	7-10 years	May manage multiple functions or learning activities and typically manages five or more people.
Senior Supervisor, Senior Manager, Assistant Director	Senior-level manager	10+ years	May manage multiple functions or learning activities and typically manages seven or more people.
Director, Senior Director, Associate or Assistant VP, Chief Learning Officer	Entry-to-Mid-level Executive	7-10 years	May manage one or more learning functions, and typically manages 7 or more people, including other managers
VP, Senior VP, Chief Learning Officer, Dean of Corporate University	Mid-to-Senior-level Executive	10+ years	Manages all learning functions and typically manages 10 or more people.

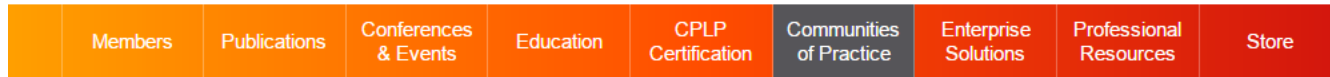
How To Access The Career Navigator

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Home > Members > ATD Member Center

ATD Member Center



Home > Communities of Practice > Career Development

Career Development

A community for professionals dedicated to career success for themselves and others.



It's not too late to sign up for our webcast this week [Are You Ready to Make a Change: Navigating Your Way to Your Next Position](#) with Cheryl Lasse from SkillDirector. If you're thinking you'd like to move towards a leadership position, check out [Prepare Now to Lead Later](#). We've also just posted a new podcast on [How to Attract and Engage Your Millennial Workforce](#) with Dr. Lynn Ware.

Sue Kaiden, Manager, Career Development CoP

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Self-Assessment

Career Planning

SDLE Resources

Self-Assessment

Click here to assess your skills for your current job, so you can identify skill gaps and automatically generate a plan for closing them.



My Development Plan

Click here to view your personalized short term development plan, and to add unique items to it.



Welcome to the Career Navigator based on the ATD Competency Model.



Status

Self-assessment performed; development plan exists.

Click [here to view assessment results](#).

Click [here to view development plan](#).



Click [here](#) for support



Career Planning

Click here to assess your skills against other job roles, and identify an action plan for the job you want next.



TD Industry-Wide Survey Results*

Importance Ratings By AOE

Area of Expertise	Current Importance (2013) Mean rating; 5 point scale	Future Importance (2016) Mean rating; 5 point scale	Change Compared to 2013 (Top 3)
Instructional Design	4.34	4.44	+ .10
Training Delivery	4.32	4.31	- .01
Performance Improvement	3.84	4.29	+ .45
Evaluating Learning Impact	3.53	4.15	+ .62 (3)
Change Management	3.51	3.96	+ .45
Managing Learning Programs	3.49	3.92	+ .47
Coaching	3.26	3.81	+ .61
Knowledge Management	3.09	3.76	+ .67 (1)
Integrated Talent Management	2.77	3.42	+ .65 (2)
Learning Technologies	NA	NA	NA

*Based on ATD research conducted in 2013. Based on a survey sample size of 1400+ TD industry professionals.

Webcast Learning Objectives Achieved

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